



## January Talking Points

### Project Updates

**Building confidence in the design of the Oracle Cloud Human Capital Management (HCM) system and aligning it to USF's HR strategic vision is critical to the success of our HR transformation. With these objectives in mind, the Project Drive team will make a 'pit stop' to conduct a Preliminary Design Review.** This review must take place and receive approval from the executive leadership team (ELT) before Prototype 2 of the system can be considered complete and for Project Drive to move into End-to-End Testing.

*Note: E2E Testing covers all business processes from start to finish within Prototype 2 as they would transact in our day-to-day work—ensuring they are functioning as designed and that data integrity is preserved between system modules. This activity was formerly known as System Integration Testing (SIT) but going forward we are referring to it as E2E Testing, since we are determining how business processes within modules affect other modules, rather than testing the integration builds themselves.*

Here is how the Preliminary Design Review will take place:

- First, the Oracle Consulting Services (OCS) functional leads will review the design to align with OCS business best practice recommendations
- The OCS and USF workstream leads will then walk through the results of that review together to determine if there are any issues that will conflict with USF's strategic HR design and practice
- Once this walkthrough is complete, OCS and USF workstream leads will complete a final review and walk through with the designated ELT



### Next steps:

**Stay tuned for further details from your workstream and project leads. Below are some general expectations around roles and responsibilities during the review:**

- **Business and Functional Leads:** relay technical and functional knowledge of modules as they relate to USF business processes; review Configuration Workbooks (CWB); share CWB findings with workstream teammates; and come back with thoughtful questions/feedback around the overall design
- **Change Ambassadors:** check in with business leads to see if the Preliminary Design Review has been approved and if those findings can be shared

**As the Project Team prepares for this review, they are also conducting the activities below as we near the end of Process Playback 2 (PP2):**

- Discussing final PP2 functional data validation review/approval
- Holding sessions to cover E2E test script creation, including the mapping of foundational test scripts to processes/transactions and enhancing foundational test scripts to make them fit for USF purpose
- Explore available collateral that can be leveraged to reduce test script development effort (e.g., graphical flows, process inventory spreadsheet, etc.)
- Beginning the initial technical review of Oracle Guided Learning (OGL) guides
- Holding discussions to further understand payroll processes.

*Note: PP2 provides an expanded look at the system design in Oracle Cloud HCM and serves as an important progress check by allowing the team to see the feedback from earlier Process Playback 1 (PP1) activities integrated into our solution.*

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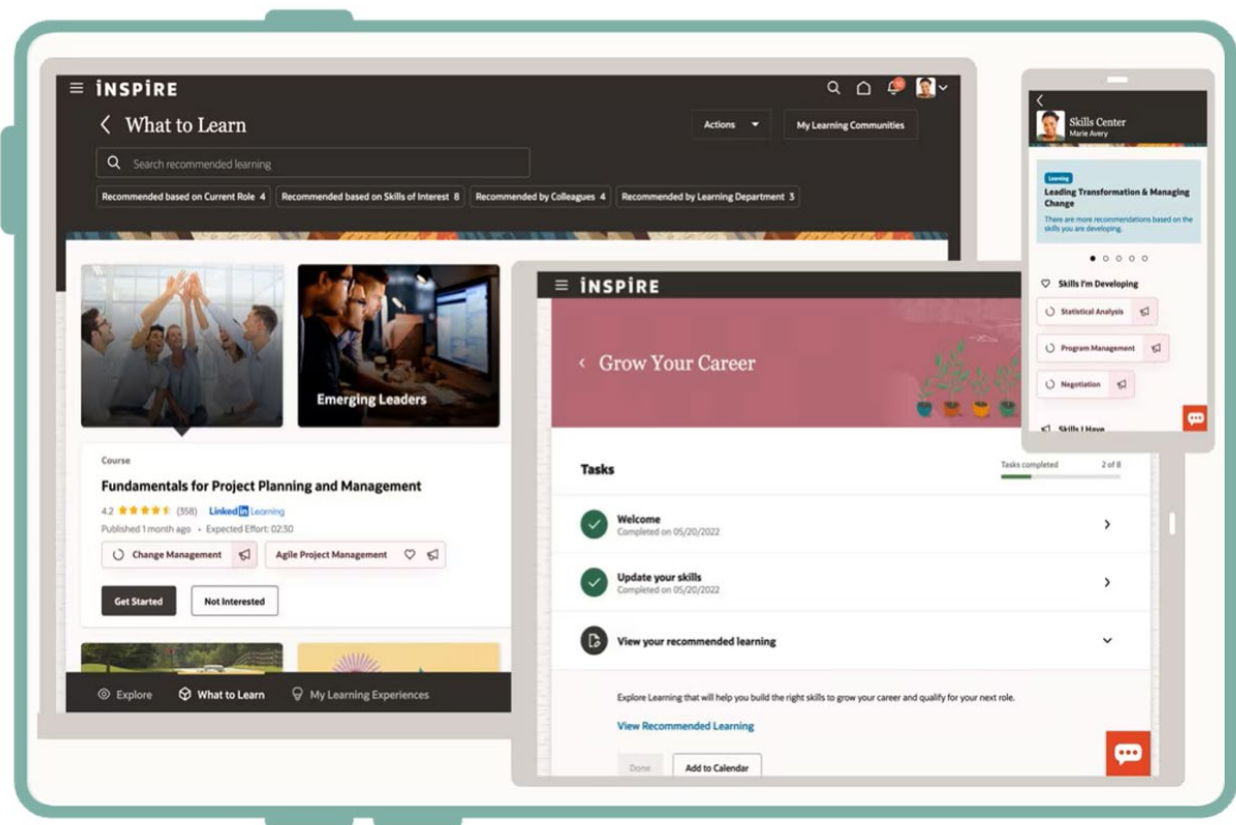
## Putting You in the Driver's Seat

To deliver on our mission of making USF a great place to work, we need to make HR simple and easy for everyone. Adopting Oracle Cloud HCM's standardized processes across HR will enable leadership to make decisions that reduce cost (e.g., fewer hours



burned tracking down forms across different systems) and grow our people by utilizing their full talent stack—rather than sticking them with manual tasks. **Keep reading to discover high impacts and benefits of the Oracle Learning and Recruiting modules (going live in Wave 1 of Project Drive).**

## Oracle Learning



*\*Above represents a sample of the Oracle Cloud system. This image does not represent the finalized system for USF.*

### High Impact – Aggregated Learning Catalog

**Current:** USF is using LinkedIn to integrate courses into their Learning Catalog, expending time and labor across multiple access points to provide learning opportunities to employees.



**Future:** In Oracle Cloud HCM, LinkedIn Learning is fully integrated within Oracle Learning, providing a single consolidated platform with thousands of classes at employees' fingertips!

### **High Impact – Automated Compliance Training**

**Current:** All notifications around mandatory and suggested training are sent manually, with data around training accessed across different systems.

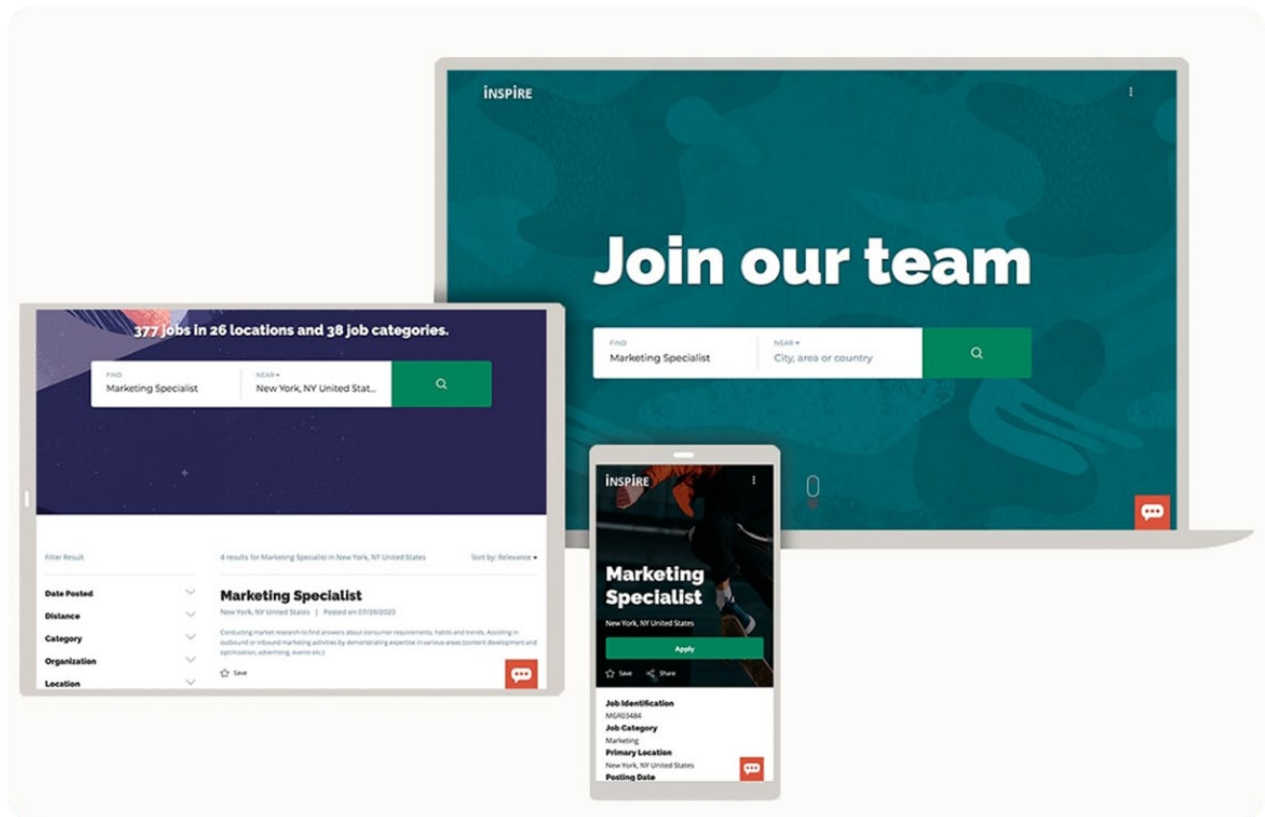
**Future:** Oracle Learning features automated compliance training (including automatic notifications and ability to create assignment rules governing expiration and renewal)—enabling the Talent & Delivery team to focus on qualitative data from a single source while saving time on creating compliance reports.

### **The Learning module will further benefit USF by enabling them to**

- **Track and manage employee enrollments**—successful attendance, learning histories, and automatic updates can be utilized for a learner's competency profile
- **Assign budgets for new course development and the running costs of ongoing curriculum**
- **Create personalized homepages** to launch required trainings, continue courses, or review learning recommendations
- **Launch personalized learning campaigns to close critical skill gaps**
- **Embed learning into HR** processes such as Journeys, Career Development, and Performance for tailored growth

[Click here](#) to watch a demo of the Oracle Learning module and its efficient, intuitive features.

### **Oracle Recruiting**



*\*Above represents a sample of the Oracle Cloud system. This image does not represent the finalized system for USF.*

### High Impact – Onboarding Processes

**Current:** Today, one of the biggest struggles for an onboarding candidate is the various systems access they need and the different kinds of access they need or are permitted.

**Future:** In Oracle Recruiting and Onboarding, easily tie all HCM tasks into onboarding within a single solution that is connected across the business.

### High Impact – Onboarding Processes

**Current:** Depending on the job type, it takes 14 to 30 days to post the requisition and about an hour for the requisition to appear on the career portal.



**Future:** In Oracle Recruiting and Onboarding, it will take approximately 5 minutes for the requisition to appear on the career portal, helping USF recruit top talent with increased agility.

**Further benefits of the Recruiting and Onboarding module include:**

- Tracking and measuring deep insights and easy-to-access information about their talent through all stages of employment, across the HR spectrum
- Providing external and internal candidates a compelling consumer-like experience by leveraging chatbots, adaptive intelligence, and modern, mobile-friendly User Interface (UI)
- Leveraging candidate pools, campaigns, Customer Relationship Management (CRM), and AI matching to provide robust sourcing and enable the best data-driven recruiting decisions
- Use templates and data from past roles to create new requisitions and offers with ease
- Updating content and branding of career pages with easy-to-build, template-based pages

[Click here](#) to watch a demo of the Oracle Recruiting and Onboarding module and its agile, time-saving features.

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## Frequently Asked Questions

### What is Oracle?

Oracle is a database management system that helps users see data in new and simple ways. The Oracle Cloud HCM solution will allow users to transform HR, using systems and business processes that are simple and intuitive. Oracle is focusing on market-leading development to ensure capabilities evolve at an unprecedented pace and enable institutions to meet their needs.



## What is Oracle Cloud HCM?

Oracle Cloud HCM is a complete cloud solution offering everything you need, including a best-in-class employee experience, cloud-native infrastructure, and continual innovation, which leads to a more productive workforce and happier clients.

## Why Oracle Cloud HCM?

To help make USF a great place to work, we need to make HR simple and easy for everyone. By adopting Oracle Cloud HCM's standardized, consistent processes across HR, leadership can make better decisions that will reduce cost (e.g., less hours burned tracking forms down across different systems) and grow our people by utilizing their full talent stack (rather than sticking them with manual tasks).

## How will this new system benefit USF?

- **Our employees** will have a more intuitive and digitally-enabled working experience, with access to the type of technology many are accustomed to in their daily lives.
- **Our managers and HR Partners** will have the space to effectively manage their teams, build enduring capability, inspire others and create an environment where leaders of tomorrow can develop and thrive.
- **Our leaders** will be able to make more informed, data-driven decisions about their business and the people within it.
- **Our HR Community** will deliver greater value, improved services and employee support as we continuously evolve and as a result, provide more fulfilling careers.

## When will Oracle Cloud HCM become available to employees?

According to the current implementation schedule, employee availability will begin in 2024. Please refer to the [timeline and updates page](#) for more details.



## How will I be able to access the platform?

In addition to accessing Oracle Cloud HCM via laptop or desktop, modules will also be available for mobile devices.

## What modules are rolling out first?

Wave 1 modules (e.g., Recruiting & Onboarding, Learning, etc.) will go live first, followed by Wave 2 modules, then those in Wave 3.

1

### Wave 1

- Core HR
- Payroll
- Benefits
- Time & Labor
- Absence Mgt
- Recruiting & Onboarding
- Compensation Mgt
- Workforce Planning
- Advanced HCM Controls

2

### Wave 2

- Talent Mgt
- Goal/Performance Mgt
- HCM Analytics

3

### Wave 3

- Help Desk
- Career Development
- Succession Planning
- Policy Automation
- Work Life Solutions
- Workforce Health/Safety

**Note:** Relevant Self Service across modules

## How can I share questions, concerns, or feedback with the Project Drive team?

Please let us know by [completing this form](#).