May Talking Points

Have questions, concerns, or feedback for the Project Drive team?
Please **complete this form**.

Find Answers Fast

This table of contents will help you answer questions your teammates and direct reports may be asking:

- **What is happening on the project?**
- **When will the new system go live?**
- **When can we see a demo of the new system?**
- **How will I be able to sign up for benefits in Oracle Cloud HCM?**
- **Will there be training? How will I know how to use the system?**

Project Updates

Project Drive Road Map

IN PROGRESS ACTIVITIES

PROCESS PLAYBACK 2 (PP2) / END-TO-END (E2E) TESTING

- ✓ Complete and Approve Remaining KDD
- ✓ Build Environment for Employee Life Cycle Demo
- ✓ Held Employee Life Cycle Demo to Show E2E HR Processes As They Will Transact in the System
- 04 **Conduct PP2 with ~50% of Converted Data**
- 05 Conduct E2E with ~75% of Converted Data
- 06 Oracle Guided Learning Guides in Progress

UPCOMING ACTIVITIES

USER ACCEPTANCE TESTING (UAT) / TRAINING

- 01 Prepare UAT
- 02 Conduct UAT with 100% of Converted Data
- 03 End User Training
- 04 Detailed Production Cutover Checklist
- 05 Finalize Production Support Plan & Help Desk Protocol
- 06 Cutover Plan and Go-Live Readiness Checklist Review

Recent Activities

Congrats to the Project Drive team on evaluating and approving all 616 Key Design Decisions across 16 categories! Every team member lived up to our spirit of *people-powered innovation* by working fearlessly to build a bold future for USF and its employees. Reaching this important milestone bolsters our decisive approach as we build the second prototype (P2) of our new Oracle Cloud system.

Recently, the project team held the Employee Life Cycle demo. Over four days, team members demonstrated the Oracle Cloud HCM system across the entire employee life cycle, from hire to retire! **The USF project team and HR leaders and stakeholders witnessed up close how our design makes HR processes at USF more efficient and drives increased productivity** with:

- **Strategic planning tools** that seamlessly align with USF's business objectives
- **Advanced recruiting technology** that helps attract top talent
- **Innovative compensation frameworks** that motivate and retain employees
- **Training modules and performance evaluation tools** that boost skills and encourage continuous improvement

The demo also showed that P2 has key data structures in place, and that it incorporates requested design features. Stay tuned for a readout/recording if you were not able to attend. It will showcase industry-leading processes designed to improve the employee experience.

The project team is also preparing for End-to-End (E2E) testing, which is scheduled to begin in late June and run through early August. E2E testing will cover all business processes from start to finish within Prototype 2, across different Oracle Cloud HCM system modules (e.g., Benefits, Payroll, etc.) as they would transact in our day-to-day work. This testing cycle ensures the new business processes are functioning as designed and that data integrity is preserved between modules. **Look out for a standalone E2E testing announcement with more details as we near the start date.**

See the FAQ at the bottom of this document for more information on E2E Testing.

Key accomplishments

- **100% approval of 616 Key Design Decisions (KDD) across a vast number of modules and requirements!**
- 75% of the configurations of the second prototype (P2) are complete, enabling the team to show Key Data Structure (KDS) changes
- Refinement of the Microsoft Management Plan (MPP)

Upcoming Change Management activities

- Developing and distributing Monthly Talking Points for various audiences at USF

- Developing and distributing VOYAGER, the USF Leadership Newsletter

- Developing and distributing MOMENTUM, the USF HR Practitioner Newsletter

- Continuing to capture and validate change impacts as needed

- Delivered the **Data Governance Working Committee** (DGWC) update on May 15

- Delivered the **Information Technology Management Center** (ITMC) Governance Working Committee update on May 21

- Delivered the May **Change Ambassador Network** meeting on May 29

Putting You in the Driver's Seat

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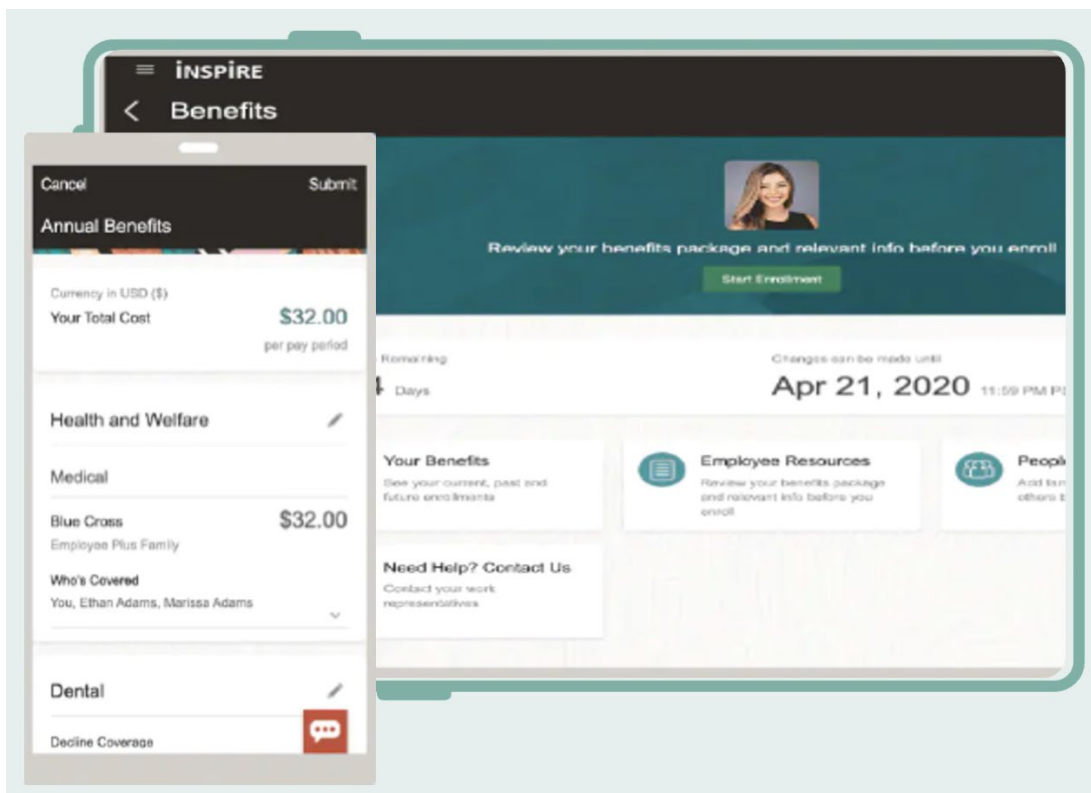
Above represents a sample of the Oracle Cloud system. This image does not represent the finalized system for USF.

To realize our mission of making USF a great place to work, we must combine the Oracle Cloud HCM technology with smarter ways of working—including how we deliver and manage benefits programs across our organization. **The Oracle Benefits module will create a central source for enrollment and a more intuitive signup experience for our employees.**

High Impact — Single and Convenient Source for Enrollment

Current: Employees use People First, Florida Retirement System (FRS), and other sites to complete benefits enrollment.

Future: In Oracle, employees will be able to access a single place to review a personalized selection of benefits based on their eligibility.

High Impact — Streamlined Retiree Benefit Enrollment

Current: Retiree benefits are managed by People First.

Future: In the Oracle Benefits module, eligibility can be defined at many levels for programs, plans, and options. Employees will only be able to see and choose benefits they're eligible for, reducing the time and effort required to complete tasks.

The Benefits module will also provide the following advantages to USF and its employees:

- **Ability to adapt model benefits programs** to meet unique business needs
- **Increased productivity and quality** with quick setup tools and guided flows
- **A 'one-stop shop'** where participants can both enroll in benefits and understand the value/costs of their benefits program
- **Automatic detection of life event changes** to allow employees to update their benefits (and meet their new needs)
- **Electronic storage** of benefit-related documentation

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PROJECT DRIVE
people-powered innovation

Action items for leadership:

- **Click here** to watch a demo of the Oracle Benefits module and how it standardizes and streamlines day-to-day manager tasks.
- Visit our **Project Team Training Guide page** for steps on creating an Oracle Learning Explorer account and to access training.

Frequently Asked Questions

What happens during E2E Testing?

During E2E Testing, Oracle and USF will execute test scripts they have created within the system, update testing status, and log defects in JIRA (the project management tool in use on Project Drive). In daily meetings, defects will be reviewed, confirmed, and prioritized; testers will work with workstream business leads, Oracle, and USF test leads to resolve defects. USF will lead testing and Oracle will provide support. Converted data will be used for all testing.

How does E2E Testing differ from earlier testing?

Whereas Process Playback 1 began with testing of processes within system modules, E2E Testing finalizes how inter-module processes work together and how those modules integrate with each other. This series of testing is a culmination of our collaborative efforts in leading earlier design sessions with best practice business processes; we will now see how these business processes transact between modules in the new system. As the illustration below demonstrates, each stage of TCM+ relies on design iterations for continuous improvement.

What are the objectives of E2E Testing?

1. Continue to put our best practice approach into action

2. Encourage hyper-collaboration across workstreams and modules

3. Prepare/equip USF project teams to take the primary role during E2E Testing with Oracle's support

4. Ramp up knowledge in advance of Go-Live

You can find additional answers to questions about Project Drive, including system training and project timelines, [here](#).