



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



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.

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



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

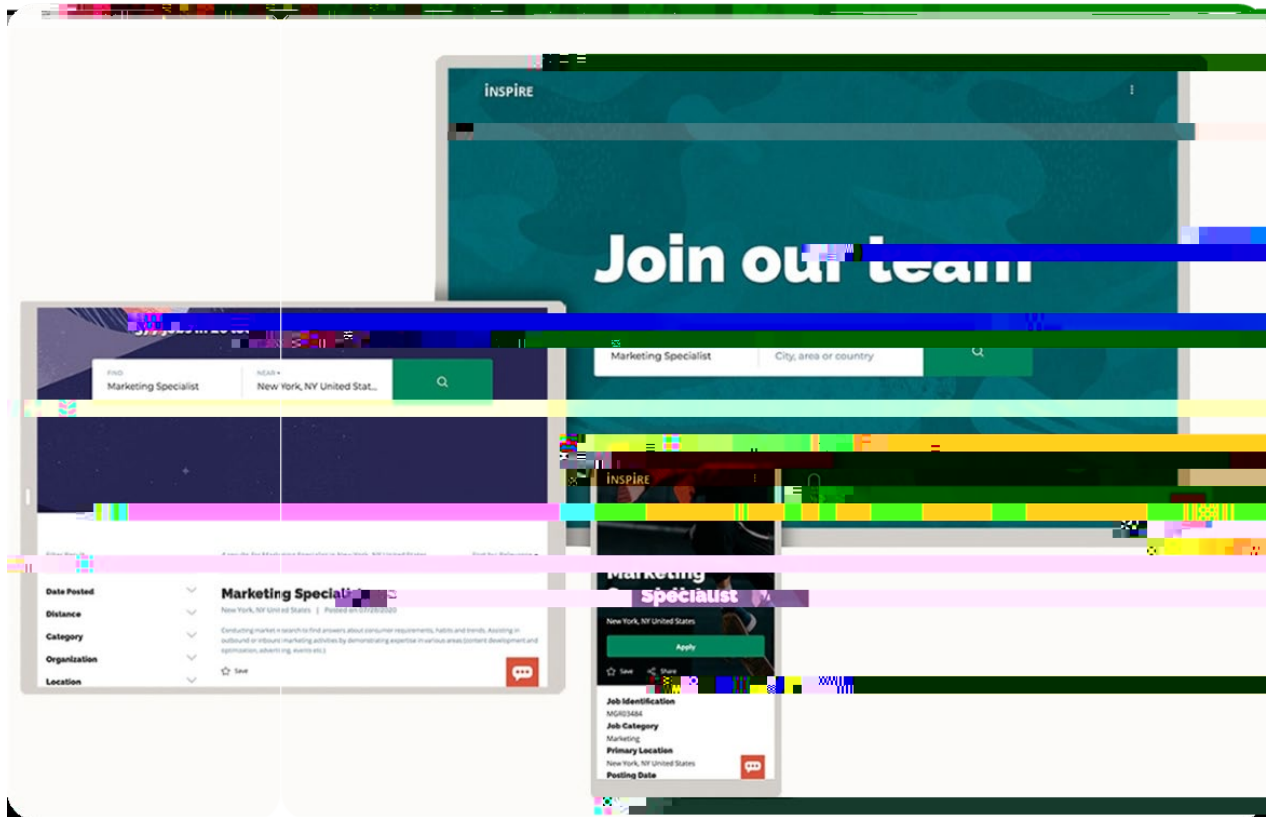
Current: All notifications around mandatory and suggested training are sent manually, with data around training accessed across different systems.

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

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**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.



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.

