

Contract: Human Resources Information System (Workday, Inc.)



Recommendation

Purchase Order Approval Human Resources Information System (Workday, Inc.)



HRIS - Current State

- Multiple systems tracking employee life cycle needs
 - Recruitment/Employment onboarding: Jobvite
 - Benefit Enrollment System: Employee Navigator
 - Performance Management: SharePoint or Motivosity
 - Learning Management System: Sum Total
 - Employee information and employment action: JDE
 - People Analytics: Power BI
 - Compensation: Rewards system and PCS (internal built)
 - Absence Management/Leaves: internal system



Workday - Workforce Solutions in one system

- **Core Capital Management:** workforce lifecycle management, organization management, worker profile, compensation, business asset tracking, absence, and employee benefits administration).
- **Recruitment:** proactive sourcing, pipeline management, requisition management, job posting distribution, interview management, offer management, as well as supports local data compliance and pre-employment activities
- **Learning:** manage, organize and deliver learning content, leverage Workday HCM data to create targeted learning campaigns manage certifications and instructor-led course enrollments, and to gather feedback and analytics relating to the learning experience
- **Talent and Performance:** goals, development plans, employee performance reviews, talent and performance calibration, feedback, check-ins, succession, mentors and connections, competency management, talent pools, and talent matrix reports
- **Additional Features:** Enhanced People Analytics, connect to Payroll, connect to Benefit Vendors



Vendor Selection

- Requirements gathering conducted by HRIS Administrator in partnership with People Office leadership to understand UTA needs
- Multiyear HRIS systems research and vendor presentation, conducted by HRIS Administrator in partnership with key UTA stakeholders, to understand HRIS market and options
- Research with transit partners and other government entities
- Workday selected based on all research
- Existing state contract



Implementation Services

- 12-18 month implementation timeline, with project management support including change management
- Additional system readiness/integration testing support
- Extended support after implementation
- Staff Training
- Workday and AVAAP project management knowledge of integrations with both JDE and Trapeze



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Recommended Action (by acclamation)

Motion to approve the contract with Workday, Inc. for the new Human Resources Information System, as presented

