InfoBluePrint's Workday Data Migration Services

Moving data to a new way of working

Workday HCM, the leading HCM platform, assists global businesses of all sizes in various industry verticals with workforce planning, analysis, and execution. Workday human capital management includes:

Human Resource Management | Benefits | Talent Management | Recruiting | Payroll Solutions | Time Tracking | Workforce Planning and Analytics | Learning

The Challenge

Any implementation of a new enterprise application, such as Workday, requires data from legacy HCM systems to be migrated into the new environment and data structures.

Most organisations are not fully aware of the scope and magnitude of a large and complex migration challenge such as this. As with any new application, the target data structures and rules are usually significantly different to those of the legacy sources, and thus the data migration process requires extensive data manipulation and transformation.

Furthermore, legacy data is frequently fraught with data quality problems that need to be remediated before going live with such data in the new Workday environment.

Also critical to a successful data migration are processes that effectively deal with source to target data reconciliation and full auditability.

Whilst an implementation partner may be appointed by the client to implement Workday, typically it is the client who would be responsible to execute on many of these data related requirements. Also, the implementation partner does not usually take responsibility for addressing legacy data quality issues.

Ultimately, therefore, it is Workday clients who are wholly responsible for providing all the data and also ensuring it's quality – this is no small task!

Additional Considerations:

- Clients, not knowing or understanding the whole data migration process required for a Workday implementation, will typically not have a properly structured approach and thus make mistakes that require rework, resulting in wasted time and effort, budget and time overruns, and overall a sub-optimal implementation.

- The first tenant requires data immediately. Clients are often not prepared due to, for example, lack of staff availability, platform constraints and the skills needed for the data migration.

- Frequently an associated payroll system replacement also takes place alongside the Workday implementation, adding complexity to the interrelated data migration effort.

The Solution

InfoBluePrint have developed a tried and tested Data Migration Methodology. The Methodology is based on our Data Migration Framework (Figure 1), which defines all the components we believe to be important when migrating data. We start with a Pre-Migration Preparation Process, which includes developing a Data Migration Strategy and a Data Assessment of the legacy data if necessary.

The Data Migration Strategy defines the Scope of Data to be migrated and the approach in terms of the Extract, Cleanse, Transform & Load (ECTL) and the Supporting Processes. The ECTL Process is the main Data Migration Process. The Support Processes are integral parts of each of the ECTL Processes. This results in the assurance that the Data Migration Process is auditable, tested, and also fully enabled for both cutover and user acceptance.

We advocate an iterative approach to Data Migration. The approach must be automated, productionised, and should require minimal human intervention.
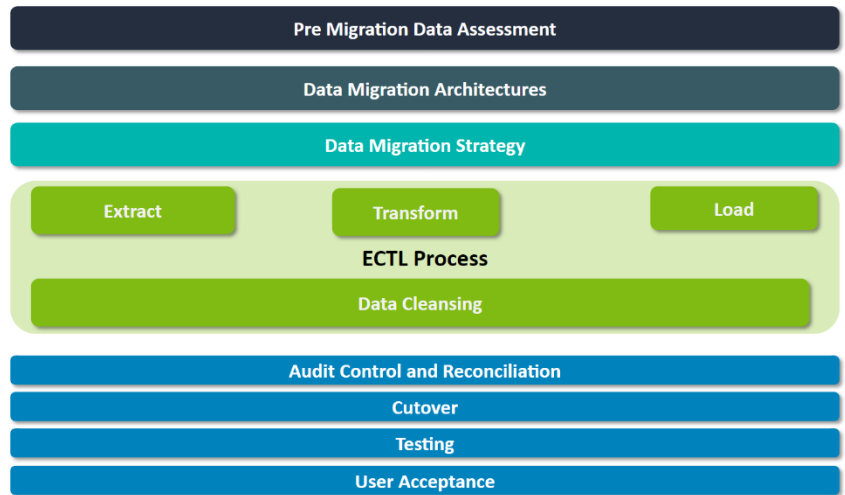

Figure 1: The InfoBluePrint Data Migration Framework

InfoBluePrint Migration Services for Workday

Having performed many large and complex data migrations for various organisations on a number of different platforms, InfoBluePrint have applied their proven methodology and experience to data migrations required specifically for Workday implementations. There are some unique characteristics associated with a Workday data migration, some of which are subtle and best planned for early in the process.

Furthermore, our many years of experience with Data Quality Management has also allowed us to build an extensive library of immediately useable data quality validations required for the Workday data migration and target environment, which will save considerable time and effort in loading high quality data into Workday.

InfoBluePrint will take responsibility on behalf of the Workday client for:

- Data quality assessments on multiple sources of data
- Verifying the mapping of source data to Workday structures for loading
- Automating the ETL for data loading to Workday
- Data quality assessment on data to be loaded to Workday
- Reconciliation processes (source to staging, staging to Workday)
- Data governance and auditing related aspects to the project
- Source data remediation: assessment, programmatic cleansing and oversight and monitoring
- Validating Workday data for downstream system integration purposes
- Post implementation: integrate the Workday Data Quality process and metrics into the HC Data Warehouse for permanent Workday DQ monitoring
- All of the data migration requirements for a new associated Payroll system, if applicable
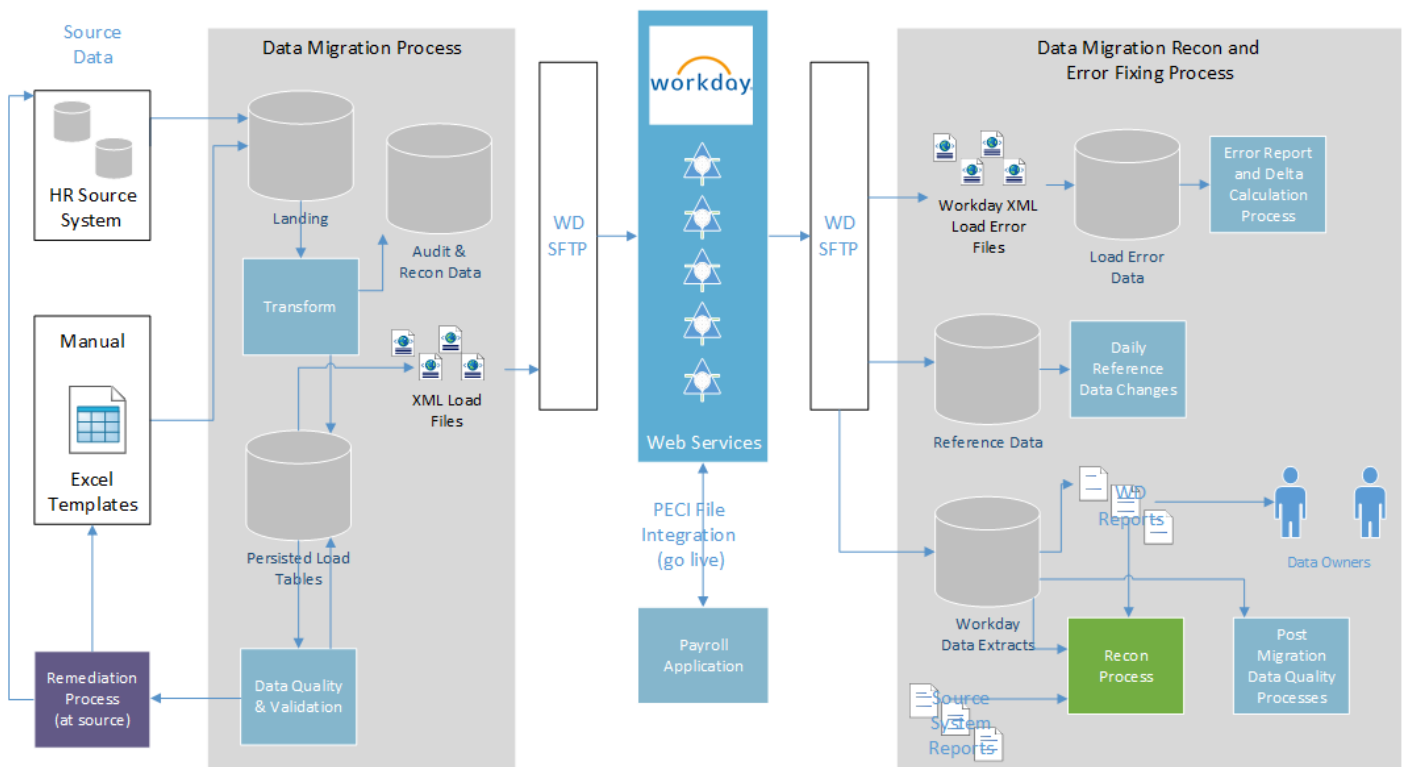
Our Typical Data Migration Architecture for Workday

Figure 2: Typical data migration architecture for Workday

InfoBluePrint's Value Proposition

InfoBluePrint's approach is to partner directly with the Workday client to ensure a successful data migration to Workday. As a dedicated Data Management organisation, we specialise in all facets of data migration:

Data Architecture | Data Mapping and Modelling | Data Quality | Data Governance | Data Reconciliation | Data Audit

Additionally, our capability to manage the Workday data migration is rooted in our:
- Extensive knowledge and understanding of the Workday file load structure (DCDDs) and processes
- Possession of a set of data quality rules covering most of the Workday migration, which can be re-used to fast track the data quality requirements of the programme
- Capability to provide guidance and leadership related to all data related issues to clients, ensuring a faster and better data migration
- Provision of extended validations for Workday for uniquely South African problems
- Ability to perform the data migration for an associated payroll system as well, if applicable
- Provision of specialist skills to fill resource gaps and allow clients to continue BAU

The Bottom Line

We are a partner that will help you achieve accelerated, repeatable and trustworthy data migrations to Workday. We will provide leadership and guidance to enable Workday clients to ramp up internal capabilities faster and without costly mistakes. We develop a solid foundation for an adaptive and iterative approach to migrating data to Workday, requiring less effort and time.
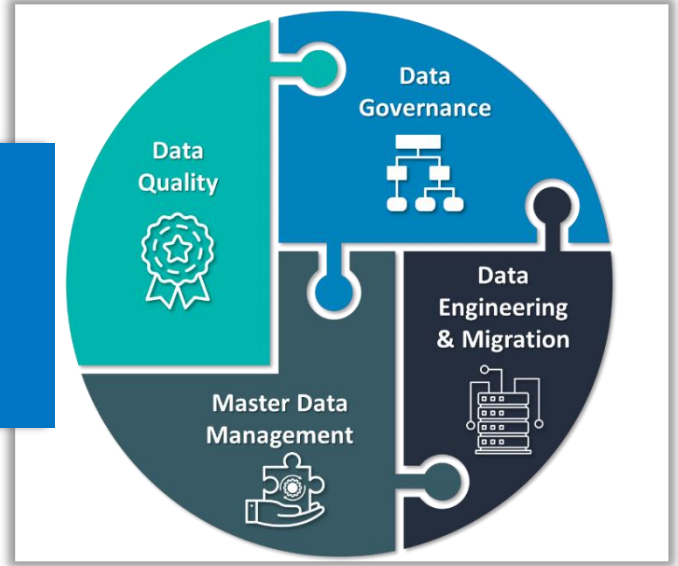
Furthermore, we provide better quality, fully reconciled and audited data that enable better and more efficient configuration and testing, as well as more successful implementation and long-term value. Our Workday Migration Service delivers pre-defined and proven extended data validations for Workday for South African and African problems.

You can rest assured knowing that you will also benefit from:

- Support on sourcing data from legacy systems
- Help with architecture, mapping, migration of new (post Workday go-live) BI requirements
- Receiving PECI file integration mappings and transformations
- Assistance on Africa-wide countries, not just South Africa
- Avoiding costly rework late in the process, due to earlier mistakes that could have been avoided
- Enjoying a much faster ramp-up by using a partner with significant experience with Workday data migrations
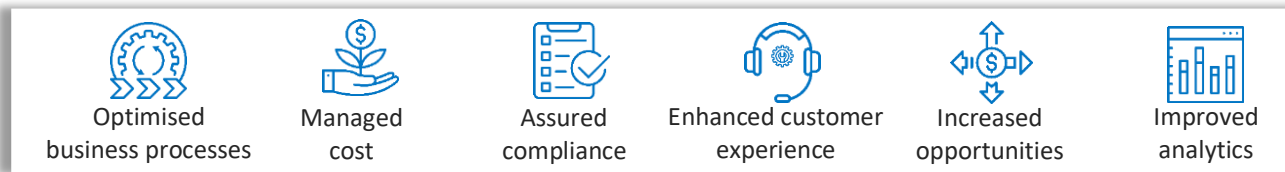- A successful and high-value Workday implementation

About InfoBluePrint

InfoBluePrint is a company dedicated to helping businesses manage their critical business information as a valuable corporate asset. We are uniquely and exclusively focused on Data Management, and we provide specialised solutions and services in the areas of Data Quality, Master Data Management, Data Engineering, Data Migration and Data Governance.

Our impact

Companies that we have helped to embrace formal and mature Information Management practices have experienced the benefits that come with quality-assured data. They now enjoy the following:

Optimised business processes	Managed cost	Assured compliance	Enhanced customer experience	Increased opportunities	Improved analytics

Need to discover how we can help your organisation successfully migrate data to Workday?
Please get in touch: E: info@infoblueprint.co.za **W:** infoblueprint.co.za