

# Large, Unionized School District Successfully Implements Organization-Wide Time & Labor Solution in Complex Environment

## ▶ CHALLENGE

On a limited budget, this large school district had invested in a streamlined WFM solution across the organization. Once the solution was in use, however, problems began to arise. The system was not configured to align with the district's complex environment and needs, which involved many types of schedules, pay rules, and union agreements for different roles within the school district, as well as several differing workforce management policies and procedures across schools and other locations. Without the budget and employee support for an updated system, the district's WFM initiative was at a standstill.

## ▶ SOLUTION

### Workforce Management Assessment

Through a series of focused discussions with district stakeholders, the Workforce Insight team developed a solid understanding of the district's current environment, needs, and specific policies and processes. This helped the Workforce Insight consultants on the project identify and make recommendations for achieving an optimal future state at the district, and gave them the ability to map out a clear strategy for achieving future state goals through a seamless implementation.

### Organization-Wide Time & Labor Implementation

The Workforce Insight team worked in close partnership with the district's IT department and other district resources to:

- Standardize WFM policies and procedures across schools and other locations
- Fully implement and integrate the solution with HR/Payroll and other systems
- Perform necessary configuration, interface and full system testing
- Develop and deploy end-user system Training
- Develop and execute a Change Management and communication strategy to ensure system adoption by a user population highly resistant to change after a failed initial implementation
- Configure 250+ timeclocks
- Transfer system knowledge to appropriate IT resources
- Provide post-implementation support & ongoing system administration and other WFM support services

Workforce Insight worked with the client to provide specially-tailored services to help the district stay within their remaining budget while getting them back on track to meet their WFM objectives. As a result of the successful collaboration between Workforce Insight and the client throughout this project, we continue to enjoy a strong working relationship with the district as we assist them with their ongoing workforce management needs.

## CLIENT PROFILE

Large K-12 Public School District



Employees: 8,450