

The City of Boise and CedarCrestone Rapidly Implement PeopleSoft e-Recruit and Recruit Workforce 8.8

BACKGROUND

Boise, the capital and largest city in the State of Idaho, is the hub of commerce, banking, and government for the state. Many large regional, national, and international companies are headquartered here, including Simplot Corporation, Boise Cascade, Albertsons, Micron Technology, and Hewlett-Packard.

Boise is home to Boise State University, the state's largest university with an enrollment of over 15,000 students, as well as 34 grade schools, 9 junior high schools, and 5 high schools. Boise has a current population of 211,000 residents and has a proposed budget revenue for FY 2006 and FY 2007 of 268 million and 269 million respectively.

The City currently uses PeopleSoft HCM 8.8 and Financials 8.8. Within HCM 8.8, the City utilizes HR, Benefits, Payroll, Time and Labor, and now with the completion of this initiative, eRecruit and Recruit Workforce.

The City was looking for a partner to lead them through an extensive Fit/Gap, provide a mapped out plan and strategy, and provide the functional and technical expertise necessary to configure and complete the project to increase functionality in the City of Boise's recruiting processes.

CHALLENGE

Past IT projects for the City of Boise proved to be both challenging and expensive. The City of Boise hoped that this project would demonstrate a strong PeopleSoft success for them, along with the anticipation that eRecruit and Recruit Workforce would show the power of PeopleSoft and its value to the City.

The implementation of PeopleSoft Recruit Workforce and e-Recruit were the first outward-facing PeopleSoft applications for the City of Boise that raised security and infrastructure concerns. These being the City's first e-apps, they were concerned about rolling out PeopleSoft login IDs to the entire City population. Employees without computer access, external applicants who could not read English, and positions that required open ended or complex screening questions were also issues. Prior to the implementation of PeopleSoft Recruit Workforce and e-Recruit, the City of Boise was using a time-consuming and inefficient manual paper process. They needed an application that would facilitate an end-to-end recruitment process.



Industry	Public Sector
Project	Implementation of PeopleSoft Recruit Workforce and e-Recruit 8.8
Modules	PS HCM Fin 8.8 HR, Payroll, Benefits, Time & Labor, Recruit Workforce and e-Recruit
Services	Fit/Gap, On-Site Implementation, Post-Production Support
Client since	2006

"We were looking to CedarCrestone to bring more to the table than just technical expertise. We wanted to use this as a proof of concept to show the business that good project management coupled with technical expertise and business savvy could deliver on time and in budget. We will be looking for more of these partnerships in the future."

Garry Beaty

Chief Information Officer



SOLUTION

CedarCrestone was contracted to perform a four-month implementation of PeopleSoft Recruit Workforce and e-Recruit 8.8. The implementation was done completely on site at a City of Boise location where decisions could be made rapidly.

CedarCrestone provided project management, functional leadership, technical assistance, and infrastructure review for the City of Boise. The CedarCrestone team delivered Interactive Design and Prototypes (IDPs), functional specifications, technical development, unit testing,

system testing, user acceptance testing, training material development, and guidance with user training. The City of Boise was able to provide their own trainers due to the success of knowledge transfer during the project.

The implementation proved to be unique as it was designed as a model IT project for the City of Boise—best practices and proven methodologies were followed to ensure an on-time, on-budget, and successful project. In the future, the City of Boise intends to roll out other e-apps such as e-Profile and e-Pay.

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