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EmpowHR 9.0 Upgrade Project Newsletter

United States Department of Agriculture • Office of the Chief Financial Officer • National Finance Center

Fit Gap Session for PAR/Position/Jobcode – In the History Books!

The National Finance Center (NFC) and Unisys hosted the first of seven fit gap sessions during the week of July 23, 2007, at NFC's Client Services Office in Washington, D.C. The session covered Personnel Action Request (PAR)/Position/Jobcodes and participants included all client agencies currently using *EmpowHR* as well as those with a signed letter of intent to convert. There was a very cooperative and encouraging spirit in the air with large amounts of information exchanged and learning by all involved.

During the discussions, we adopted some of the 9.0 out-of-the-box delivered functionalities and modified several agency specific requirements to be included as "across the board" customizations for all users. However, there are several aspects that we will need to keep customized as they relate directly to the NFC interface. The discussions covered in this session yielded such positive results that we completed the four-day agenda in just two days, and ended in agreement on moving forward.

On behalf of NFC and Unisys, we would like to thank all those who participated and look forward to the remaining sessions being just as successful.

Frequently Asked Questions (Version 1)

Question: What documentation can we expect to see as a result of the fit gap sessions?

Answer: You will note in the fit gap schedule that there is a week between sessions. During this time, Unisys/NFC will prepare a fit gap analysis that will summarize the decisions made and direction going forward.

Question: Where can I learn more about the features of PeopleSoft Version 9.0?

Answer: More information on 9.0 can be found at the following PeopleBooks links:

Module	Navigation
PAR Processing	Main Menu > Workforce Administration PeopleBooks Reference: https://icamsamdc.usda.gov/PSOL/htmldoc_HRMS9/eng/psbooks/hhaw/book.htm
Position	Main Menu > Organizational Development > Maintain Positions/Budgets PeopleBooks Reference: https://icamsamdc.usda.gov/PSOL/htmldoc_HRMS9/eng/psbooks/hhms/book.htm
Jobcode	Main Menu > Organizational Development > Position Management > Define Position Data USF PeopleBooks Reference: https://icamsamdc.usda.gov/PSOL/htmldoc_HRMS9/eng/psbooks/hhms/book.htm
Employee Self Service	Main Menu > Self Service

Module	Navigation
Manager Self Service	Main Menu > Manager Self Service
Payroll Documents	N/A
ePerformance	Main Menu > Workforce Development > Performance Management PeopleBooks Reference: https://icamsamdc.usda.gov/PSOL/htmldoc_HRMS9/eng/psbooks/hepf/book.htm
Enterprise Learning	Main Menu > Enterprise Learning PeopleBooks Reference: https://icamsamdc.usda.gov/PSOL/htmldoc_HRMS9/eng/psbooks/hhat/book.htm
Candidate Gateway/ Talent Acquisition Manager	Main Menu > Recruiting PeopleBooks Reference: https://icamsamdc.usda.gov/PSOL/htmldoc_HRMS9/eng/psbooks/hert/book.htm https://icamsamdc.usda.gov/PSOL/htmldoc_HRMS9/eng/psbooks/herm/book.htm

Question: How long will the 9.0 Sandbox be available?

Answer: The 9.0 Sandbox will be available for the duration of the upgrade project. If you are a current *EmpowHR* client or have written a letter of intent to the NFC to become an *EmpowHR* client, you will have access to the sandbox for the entire period.

Question: What is the function of the new "Go To Row" on the 9.0 panels?

Answer: The "Go To Row" option will allow the user to advance to another row for a given employee by entering the effective date of an action.

Agency Licensing Responsibilities in Preparation for New 9.0 Functionality

In our last newsletter we indicated that we would provide "Agency Licensing Responsibilities in preparation for new 9.0 Functionality". At this time, we continue to research the 9.0 offering and work with customer agencies on requirements through the fit gap process. Until these efforts yield the specific functionalities that will exist in 9.0, we cannot provide licensing guidance. We will certainly share this information with you at the earliest possible point in the upgrade project.

Changes to the Fit Gap Schedule

We have evaluated the current fit gap schedule and are announcing the following modifications below. In some cases the session changes reflect a Tuesday start date while other changes reflect a Thursday end date. Additionally, the Learning Management session has been removed from the schedule based on discussion with fit gap participants and no current interest in this functionality offering.

Dates	Session Topic
8/28 – 8/30/07	Payroll Documents
9/11 – 9/14/07	ePerformance, Approval Workflow Engine, Roll Based Workflow
9/24 – 9/28/07	Candidate Gateway/Talent Acquisition Manager
10/2 – 10/4/07	Security
10/23 – 10/25/07	Agency Specific Functionality
10/29 – 11/30/07	Design Acceptance - Client Agency Review