

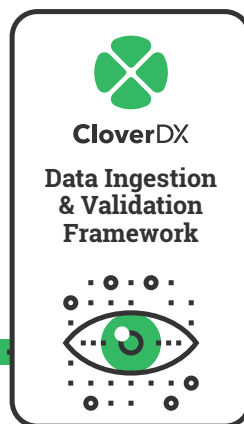
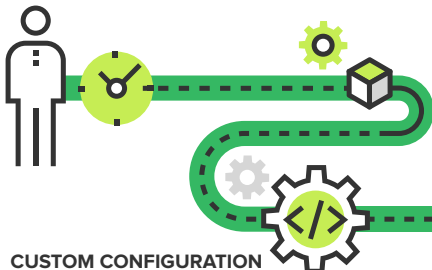


Data Migration Framework

Introducing a data loading framework has radically changed how quickly consultants from a Workday Implementation Partner can move past the migration stage of a project – ultimately leading to more valuable time spent properly implementing Workday.

Across the world, consultants from a leading Workday Implementation Partner are now able to perform rapid data migrations to Workday. They can quickly validate source data and iterate on data changes and issues with their clients, as well as manage new or existing data sources by making relatively simple configuration changes. All of this is enabled by a self-serve architecture that allows the consultants to leverage the power of CloverDX without actually requiring them to worry about the underlying complexity.

FROM **MONTHS**
TO **DAYS** PROJECT TIME SAVED



Applicants
Hire Stack
Payroll History
Payroll Comparison
Suppliers



The separation of migration logic and data preparation has empowered the consulting firm to completely change their dialogue with clients. Instead of spending weeks on data migration planning and tedious groundwork, they can refocus on the main objective — helping their customers fully embrace Workday. At the heart of this solution is a data ingestion framework built by our services team, which validates and

transforms arbitrary customer data into a Workday-friendly format. It directly supports Applicants, Hire Stack, Payroll History, Payroll Comparison, and Suppliers modules. Based on real-world deployments, this covers the vast majority of typical Workday implementation requirements, and allows for easy extensibility in more complex scenarios.



Paradigm Shift

Migrating data from legacy systems to Workday is a necessary step in almost every client engagement, yet it typically takes valuable time away from the firm's more critical objectives. A decision was taken to explore alternatives to their mostly manual migration approach. Enter CloverDX.

Deploying our CloverDX-based solution doesn't require deep expertise in the platform, or even necessitate consultants spending hours or days implementing variations of individual projects. Rather, the framework itself isolates and hides most of the complex processes, and consultants need only to configure inputs and project specific variables.

Historically, one of the biggest challenges in managing Workday migrations has been errors and inconsistencies in the client's legacy data. Based on the consulting firm's experience, this was a significant factor slowing down project delivery. They indicated early on that having a reliable way to fix and verify input data was the core goal of the solution. Given that focus, data quality checks were built into the framework, ensuring that consultants promptly identify faulty data. Additionally, workflows within the solution provide easy to understand error descriptions that can be shared back to the client. Combining the technical understanding of the data with the client's domain knowledge has enabled better communication and shorter project deliveries.

Repeatable Migrations

Serving a geographically and vertically diverse client base can be a challenge. As the consulting firm operates with Workday as a single target system, their project engagements share many common characteristics and similar challenges. However, the firm's consultants never found the time to build a reusable migration approach. As the project load scaled, it became clear that a different strategy was needed.

Many tools offering generic data migration capabilities were considered, but no matter how simple or powerful, a generic solution would require the consultants to expand their skillset outside of HCM and Workday, an expensive distraction from their billable project time.

After the firm initially engaged with our services team, we proposed a tailored solution built on CloverDX that would load data directly into individual Workday modules. This framework tightly integrates module-specific data validations and provides common data mappings, all driven by the reconfiguration and remapping of new input data. With common challenges already resolved within the framework, repeated work can be virtually eliminated. Programs based on customer behavior.

Challenges

- Quality of legacy data is often very poor. The firm required a framework that would quickly identify and report data issues
- Reconciliation of data in Human Resources was crucial for compliance with legal and regulatory concerns
- Consultants continuously deliver value by implementing Workday for customers. Simplifying the data migration process allowed consultants to recoup time they were spending on the manual work

Results

- Built a tailored framework for data validation and ingestion into Workday that can adapt to new data, alleviating the need for the firm's consultants to dive deeply into DX processes
- Automated reporting and management of errors with the input data, transformations, validations, and output data

Delivery

CloverDX Professional Services

The framework was conceived by our services team during roughly a four-month period.

CloverDX Corporate Server

The solution is powered by a single node CloverDX Server running the automated data analyzer, database loader, and reconciliation.

Platform



CloverDX
Server Corporate
single node



Amazon AWS
cloud platform

