

NextGen Update

Georgia Fiscal Management January Meeting

January 30, 2025



NEXTGEN

Timeline changes

What's happening?

The go-live date for Human Capital Management and Payroll is moving from **April 2025 to October 2025** to align with the go-live date for the Finance and Procurement functions of the system.

What's Changing?

- **Training** – HCM Training Delivery will be rescheduled to align with Finance and Procurement Training later this year
- **Testing** – Future rounds of SIT and UAT will be scheduled based on the change in go-live date
- **Payroll Compare** – Additional Payroll compare will be scheduled

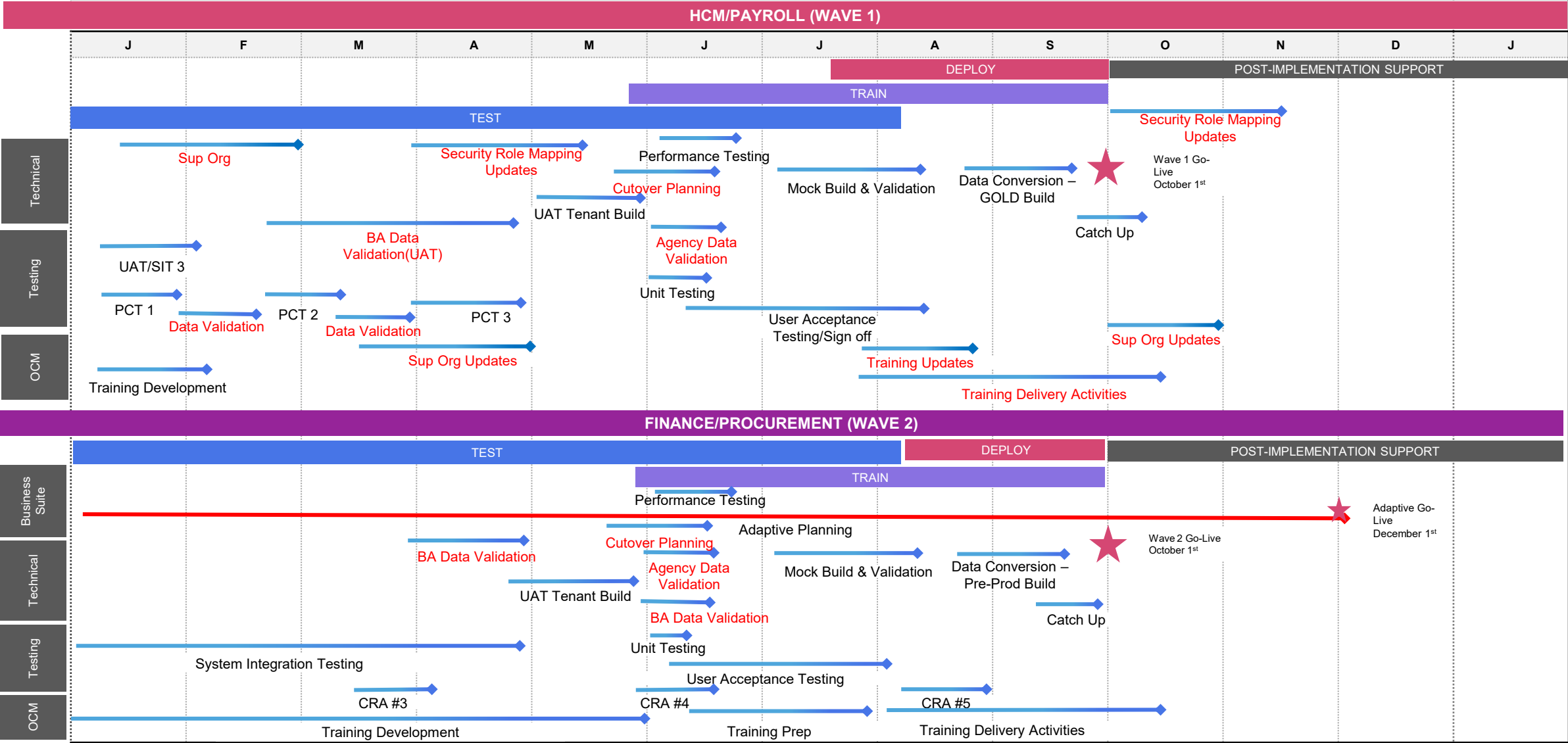
What's Not Changing?

- **HCM UAT** – HCM User Acceptance Testing will continue as scheduled and begins on Jan. 13
- **FIN/PRO SIT** – Cycle 1 of FIN/PRO Systems Integration Testing will continue as scheduled and begins on Jan. 13
- **P3 FIN/PRO Data Validation** – Will continue as scheduled

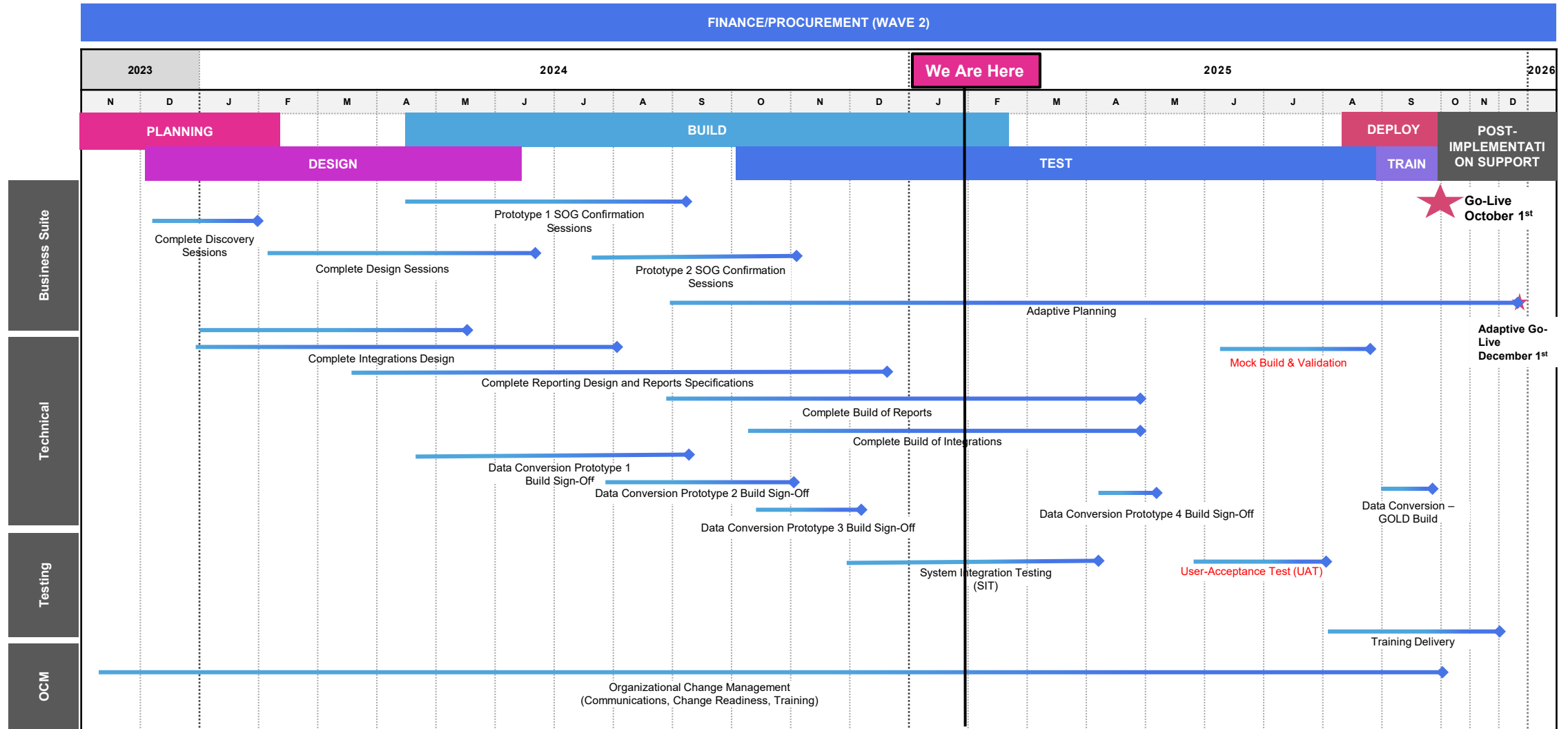
Next Steps

The NextGen Project Team is working to finalize the new schedule of activities. Once the new, detailed schedule is finalized, the team will share revised dates.

New HCM Timeline



Finance/Procurement- Estimated Timeline



FIN/PRO Activity Detail

JANUARY / FEBRUARY



- ▶ First round of testing
 - ▶ Business processes
 - ▶ Integrations
 - ▶ Reports
 - ▶ In-Person/Onsite
- Address testing feedback
- Refine test scenarios and scripts
- ▶ Request resources from non-pilot agencies for second round of testing
- ▶ Provide new agencies with “high level” training for test purposes
- ▶ Evaluate internal systems and prepare changes
- ▶ Update FDM template with new agency specific details (projects, fund sources, depts., etc.)

MARCH



- ▶ Adaptive Planning Build and testing begins
- ▶ Data Validation
- ▶ Evaluate internal systems and prepare changes
- ▶ Conduct second round of system integration testing
- ▶ Configure agencies for new tax services vendor, ADP

APRIL



- Conduct final round of system integration testing
- Performance testing
- Report and Integration build
- Evaluate internal systems and prepare changes

GA@WORK Training

Who needs to complete training?

All State of Georgia Employees that will interact with GA@WORK will need to complete training.

* Some courses have required attendance and an assessment pass rate of 80% or higher to gain access to GA@WORK.

When does training start?

Auto-enrollment for all self-paced (eLearning) courses begins **Late May**.

Registration for ILT begins **early June**.

Training delivery from late **July – Sept 2025** for eLearning and **Aug – Sept 2025** for instructor led courses.

What types of training will be used?

1. Self-paced eLearning
2. Videos/microlearning
3. Instructor-led training (ILT) courses
4. Job aids for post go-live support

Why is training so important?

Training is a crucial step toward preparing you with the knowledge and skills to effectively use GA@WORK.

Where will training take place?

- **Self-paced eLearning** is accessible through Team Georgia Learning.
- **Instructor-led courses*** will be conducted through MS Teams.
- **Payroll instructor-led training course** will be offered in Atlanta.

*Course registration and assessments will be in Team Georgia Learning.

How will users be enrolled?

Courses will be assigned to employees based on their role in GA@WORK.

Each employee will have their own learning pathway to complete for training.

ADP Tax Services



Removes payroll tax filing burden from agency



Provides visibility into what is filed on agency's behalf



Dedicated support



Will file required documents for all jurisdictions (other states, localities, municipalities)*



Agency access to SmartCompliance Tool



Tool training aligned with GA@WORK training



Let's Talk About it!

Any questions regarding what's happening with the finance activities or what's coming?





Attached Agencies



Attached Agencies:

- Agencies that do not have their own unique tax-id must be part of the parent Company for payroll to achieve the correct payroll tax reporting with State and Federal entities. Therefore, in order to limit the State's exposure to payroll related liabilities and penalties, attached agencies were set-up within GA@WORK under their parent agency as one Company (note: this set-up within Workday applies to all functions: Payroll, Human Resources, Finance, etc.)
- Finance certain roles must be assigned at the Company level per the Workday security model.
- The system will budget check at either a cost center or cost center hierarchy level (which is more granular level than Company) meaning budgets will be divided between entities and enforce that no overspending is occurring between the various cost center hierarchies.



Legacy System Remediation



Legacy System Remediation

Review systems for GA@WORK impacts

The transition to GA@WORK means many changes, including to the State's data structure. Agency partners are being asked to review any systems with inputs or outputs from TeamWorks to determine the impact of the transition.

Examples of systems that may be impacted include:

- grant systems
- time keeping systems
- point of sale systems
- claim systems
- systems where finance and procurement data is downloaded and then uploaded to TeamWorks
- manual spreadsheets that are used for uploading to TeamWorks
- queries that are used to download data from TeamWorks and then to upload into other federal, vendor or other agency systems

Action Steps:

- Talk internally with team members supporting internal processes and systems. (AP Manager, AR Manager, Grants Manager, Program Directors,
- Review internal use of TeamWorks queries
- Connect with your internal IT department
- Send an email to NextGen@sao.ga.gov to schedule working session to review and discuss remediation approach
- Determine your internal timeline to develop and test remediations before finance / procurement go live
- Leverage your FDM mapping template to determine internal system changes



Data Cleanup



Areas of Opportunity:

- Validate and reconcile balance sheets
- Resolve old reconciling items (**cash**, accounts receivables, payables, etc.)
- Review prior fiscal year purchase orders for cancellation or closure
- Inactivate purchase order ship-to locations that are no longer used or required
- Review bank accounts to confirm they are needed and **reconciled**

<https://www.live5news.com/2025/01/15/report-mysterious-18b-surplus-reported-sc-coffers-doesnt-exist/>





What's Next



Prepare the Organization



Evaluate current internal processes for impacts



Inform leaders



Include other support teams such as help desks / call center resources



Manage expectations



Identify internal super users / subject matter experts



Confirm Security roles

Stay in the know!



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to the NextGen inbox:
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