CASE STUDY: Healthcare Company
Migration from Oracle EBS to Cloud HCM for over 35 distinct retirement communities and Oracle Cloud Analytics (OAC)

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January 1, 2021!

ORACLE
Human Capital
Management

Success Outcomes

The client implemented Cloud HCM in 2018 for their corporate office and laid the foundation for bringing communities across the US onto the application in the future. eVerge was engaged to implement Cloud HCM Absence and Payroll modules in a phased approach for their 35 retirement communities throughout the US.

eVerge and our Healthcare client established and achieved the following key goals during the implementation:

- Harmonized several absence plans which simplified setup and maintenance for all communities
- Reduced number of payroll elements by leveraging delivered Cloud Payroll functionality
- Developed and executed an intensive change management and training plan for over 35 payroll administrators
- Leveraged eVerge OAC Parallel analytics and OAC Balance comparison tool to reduce implementation time and accelerate parallel testing

Business Challenge

This client is the second-largest manager of rental senior living communities and Life Plan Communities. Retirement living communities managed by this company may include residences for independent living, assisted living, memory care, skilled nursing care, or a combination of these living arrangements.

This healthcare company wanted to reduce maintenance costs by migrating from their on- premise Oracle EBS HR/Payroll application to Cloud HCM. They also wanted to simplify business processes by leveraging Cloud HCM functionality.

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