

CASE STUDY: Migrating Systems | Time and Attendance, Payroll and Human Resources | Ceridian Dayforce Implementation



The d. team was selected by an energy services provider with “excellence in safety and service delivery” based in Canada, the United States and Australia. The company had been using the UKG platform, and modules, UKG Ready and UKG Core (Payroll and Human Resources) and decided to exit that relationship and start a new one with Ceridian Dayforce.



OBJECTIVES

d. team was contacted given our history, pedigree and direct experiences in global implementations and migrations. The client’s business complexity could not be handled by UKG Ready. Energy (Gas and Oil) companies use third party tower systems; there is way too much manual information to reformat to upload it into this UKG module. The client decided to review other platforms. After looking at Workday, ADP and a possible UKG upgrade, Ceridian Dayforce was selected due to the beneficial capacity to handle multiple countries and the simplification of managing the complexity of time cards.



SOLUTIONS

d. team started working on the implementation within days and worked all time zones to capture the entire GAP Analysis with stakeholders of this global organization. Migrating systems that do not speak to each other is a challenge d. always welcomes and never loses garnering the best results for clients. The largest conundrum on this project was the number of jobs and locations per person that needed to be updated regularly. Not to mention the taxation, reporting, time-off and reporting requirements. This was a major implementation and migration project.



BENEFITS

Migrating from one system to another is no easy feat and has risks. d. team has a long history of working with global organizations and was able to implement Ceridian Dayforce and to migrate all data for clean reportability and seamless payroll operations no matter the status of the employee (permanent or contractor) and their taxing country. The ease of the Dayforce platform and simplicity from end point to end point for client adaptation proved to be worth the risk for this client.



*“It can be difficult to accept when a capital expenditure program is not working such as the situation when we decided to migrate from UKG to Ceridian Dayforce,” says the energy services provider with “excellence in safety and service delivery” based in Canada, the United States and Australia and d. team client. “We took the risk, and we believe our risk paid off and then some with the help and support of the d. team who not only implemented Dayforce and trained our team, they maximized our initial spend and positively impacted our quarterly and annual reporting.”
The d. team was kept on as an outsourced Payroll Provider for this organization and still engaged to date.*

