| ERP |
| BI & EPM |
| Middleware |
| CRM / CX |
| Managed Services |
| Infrastructure |

EMWD Streamlines Business Processes with Oracle Cloud HCM

Eastern Municipal Water District, Perris, CA

EMWD was organized in 1950 to support customers in Southern California. EMWD now provides both water and wastewater services to Riverside County and several cities, as well as local water districts and 11 school districts.

EMWD employs more than 600 people, serving 795,000 customers within a 555 square-mile area.

Oracle Technologies

- Oracle Cloud HCM
  - Human Capital Management
  - Benefits
  - Recruitment
  - Learning Management
  - Talent and Performance Management
  - Goals Management
  - Business Intelligence

Services Provided

- Defined business requirements
- Implemented applications
- Developed business scenarios and scripts
- Designed self-service applications for employees and managers
- Defined and developed key metrics
- Performed end-user training

Business Needs

EMWD (the District) had been using a 30-year-old Human Capital Management system and sought a transformative solution to bring its HR systems into the 21st century. EMWD's top-most priority was the ability to fully support the HR expectations of its modern workforce. The District's professional, managerial, and executive staff wanted a system that could manage day-to-day activities while also providing real-time information to enable staff to make rapid decisions.

Scalability was high on the list of requirements. As a growing organization, the District needed a solution that would scale easily and help it address employee concerns well into the future. Additional goals were to eliminate stand-alone shadow systems and implement streamlined processes based on best and leading practices.

A cloud-based solution was a clear choice, based on these requirements. The District chose the Oracle Cloud HCM solution and demonstrated its progressive agenda by becoming the first public sector entity in North America to adopt the Oracle HCM Cloud solution.

Services & Benefits

AST worked closely with the District to help realize the project goals, using the Oracle Cloud HCM system to provide a modern HR solution. The system provides easy-to-use metrics and reporting for HR staff and managers to quickly analyze talent reporting, identify weaknesses, and design plans for employees to improve their skills.

- **Cloud Human Capital Management** allows the District to track critical information and provides a state-of-the-art reporting tool. Cloud HCM provides the basis for future rollouts of self-service, performance management, succession planning, and goal management.
- **Cloud Benefits** provides the District with complete benefits administration, including the definition of life events, benefit management for employees without self-service access, and complex reporting capabilities. Employees can enroll in benefits based on District-defined life events and add or update dependents and beneficiaries online.

AST and Oracle have delivered a powerful tool to the District. The solution will maximize the return on its investment and provides a design that will grow and evolve as the needs of the District change to meet employee, manager, and customer demands.

APPLICATIONS SOFTWARE TECHNOLOGY CORPORATION

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AST Corporation services encompass all aspects of Oracle E-Business Suite Applications and Technologies, Business Intelligence/Enterprise Performance Management, Oracle Fusion Middleware, CRM and Managed Services. Our unblemished track record, combined with our Oracle Platinum partnership and our exclusive focus on Oracle software will enable you to undertake the most challenging projects with confidence.

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