
BrightPath April Talking Points

Current project status

- [BrightPath Agency Assessment No. 3](#) is open until **April 8**. Results from the assessment will be shared with the workforce via the Change Agent Network in late April.
- **User acceptance testing (UAT) and parallel payroll testing (PPT) to conclude later this month.** Once testing is complete, the project team will address outstanding configuration updates and complete final activities to prepare Workday@OK for statewide adoption.
- **Train-the-Trainer to take place in early May.** Instructors receive guidance and discuss best practices to conduct workforce training sessions in mid-May.
- [Change impact webinar recordings](#) are available. Access these recordings to review and/or learn about upcoming changes to existing processes upon the Workday@OK go-live.
- The [BrightPath website](#) is now updated with new [FAQs](#), [change impact information](#), [employee journey maps](#) and a [special message](#) from Governor Stitt about the Workday@OK implementation.

Additional project context

When can you expect Workday training? All employees will receive Workday training beginning May 2022. Training content includes user guides, instructor-led training and e-learning content. Upon Workday go-live, on-demand training resources will also be available via the search feature in Workday. After attending training on Workday's Employee Self-service functionality and interacting with its user-friendly interface, the project team is confident that employees are better equipped to transition to the new platform. For additional information about training, check out [this document](#).

What is coming up in the BrightPath project? In the coming weeks you will receive details about Workday training and information about system go-live logistics. The change agent(s) and leaders at your agency will continue to share project updates so that you feel prepared to adopt the new system later this year.

What is a change impact? Upon adopting Workday@OK, many existing HR processes will change or become streamlined. Change impacts comprise the effect of adopting Workday on existing processes. Keep in mind that Workday brings many of our paper-based processes online which means that many processes will automatically run in the background and not require action by state personnel. More details about your role in these processes is covered in Workday training.

What is UAT? During user acceptance testing (UAT), participants receive test scenarios to guide them in completing high-level HR functions in Workday. For example, a test scenario might ask participants to correct an employee's requested time off in Workday. Using the provided Workday training guides, participants will complete this action in Workday. Then they have an opportunity to provide feedback on system functionality and the usability of training material to complete each test. Despite the name, UAT is not about 'accepting' the final system. Rather, UAT provides the opportunity for agencies to provide feedback on Workday functionality and Workday training

materials that is documented and prioritized by the project team.

What is PPT? During parallel payroll testing (PPT), participants review and compare payroll results in Workday to previously run payroll cycles. Payroll reports are generated from each system and provided to PPT participants to compare and record discrepancies. Discrepancies for all agencies are assessed by the BrightPath project team to make the necessary configuration updates in Workday. Additional resources:

BrightPath website: Remember to leverage the BrightPath website for up-to-date information on the Workday implementation. Employees are encouraged to explore the BrightPath project website, especially the Resources page which includes Workday educational materials and FAQs. If employees still have questions, they can always reach out to their agency's change agent(s) or email brightpath@omes.ok.gov.

If you need additional accommodations to view any of the items in this document, please contact brightpath@omes.ok.gov.