



About

The client is in the business of developing, redeveloping, acquiring, and managing high-quality apartment communities in the high barrier-to-entry markets of the United States. These markets are located in the Northeast, Mid-Atlantic, Midwest, Pacific Northwest, and Northern and Southern California regions of the country.

Corporate Headquarters:

Arlington, VA

Industry:

Real Estate

Technology:

PeopleSoft HCM 9.1 running on SQL Server; PeopleSoft Financials 9.1 running on Oracle PeopleTools 9.51

About Sierra-Cedar

Sierra-Cedar delivers industry-focused client success by providing consulting, technical, and managed services for the deployment, management, and optimization of next-generation applications and technology.

www.Sierra-Cedar.com

Background

Sierra-Cedar has been working with this customer since its original PeopleSoft HCM 8.0 implementation for HR, Benefits Administration, and Payroll in 2000. The success of this project began a long-term relationship with the customer, and Sierra-Cedar has since become the go-to partner for any Oracle/PeopleSoft consulting and related strategic services.

Challenges

- Keep current with the Oracle support schedule for tax and regulatory support
- Small team to support both PeopleSoft HCM and Financials applications
- Needed the guidance to reduce existing customizations and train its users during the upgrade
- Limited business resources available for the project
- Required structured testing methodology and testing scripts to guide users

Solution

Sierra-Cedar provided project management, functional, and technical consulting services that included—but were not limited to—fit/gap analysis, configurations, testing, and training for the customer's upgrade from PeopleSoft Financials 7.5 to 8.8 in 2004/2005. The HCM Upgrade started in April/May 2005 for Fit/Gap analysis. The upgrade from HCM 8.0 to 8.9 began on June 29, 2005, when the upgrade scripts for 8.9 were released. HCM upgrade went live on October 3, 2005, as scheduled. Both upgrade projects were on time and within budget.

Additionally, Sierra-Cedar has assisted the customer with various analysis and development projects over the years. In 2011, the customer engaged Sierra-Cedar to perform an assessment of upgrading its PeopleSoft HCM and Financials applications to 9.1. Based on the findings of assessment and cost analysis, the customer was able to obtain the funding approval for the upgrade. The upgrade projects are completed on time and under budget.