Kforce Solution Strengthens Data Analytics & Business Intelligence Capabilities, Reduces Operating Costs

Customer Profile

An American asset management and financial planning company founded in the 1930's. It is a publicly traded company sized at $120 billion.

Kforce's solution minimized risk and daily operational business disruption, and provided the customer with transparency into the project's health and status.

Challenge

Antiquated mainframe migration technology was hindering business intelligence and data visualization capabilities, benefits leadership recognized as strategic business drivers for growth and success.

Solution

The firm engaged Kforce to customize a phased approach to the migration that would minimize risk and daily operational business disruption.

Outcome

The engagement is on track to meet the business-critical deadline. The high quality of service provided by Kforce has encouraged the customer to retain Kforce for three additional data-driven projects.

Challenge

Battling significant hurdles to keep its 30-year mainframe afloat, a Midwest-based asset management and financial planning firm prioritized a mainframe decommission initiative when analysis revealed the current system was costing more to operate and license than a new system would.

In conjunction with the cost benefits, firm leaders saw the decommission and subsequent migration to a new SQL/SRSS environment as an opportunity to capitalize on newer technologies, and strengthen its business intelligence and data visualization capabilities.

To avoid significant license renewal fees and reduce costly overhead, the decommission faced a year-end deadline. Needing to ramp up quickly, the firm sought the expertise of a trusted partner who could not only complete the decommission but also establish data analytics capabilities within the new system to support customer behavior analysis and strategic planning.

Solution

Kforce's Advisory & Solutions practice was selected to answer the business challenge. Part of a larger initiative coined the "Renovation Project," Kforce customized a project timeline to ensure the decommission and migration to a new system met the deadline.

To meet the resources needs of each phase, Kforce:

- **Designed a customer-centric talent acquisition process**. By meeting with executive leadership to identify core skill sets required, emphasizing COBOL, Informatica, SSRS, SSIS, Tableau and Hadoop.

- **Structured onboarding processes**. Through monthly training courses and customized training to accelerate ramp-up time to immediately impact project readiness.

Solution

Identified highly specialized talent utilizing a combination of:

- Local delivery efforts to find localized talent resources, minimizing relocation costs.

- Kforce's National Recruiting Center's Specialty Recruiting Group to support the customer's need for hard-to-find Hadoop resources.

- Onboarded hard-to-find resources within the customer's set time frame

  o Business Intelligence Architects

  o Big Data/Hadoop Developers

  o Data Analysts

  o ETL Developers

  o Report Developers

  o SRSS Developers

  o Tableau Developers/Designers

  o Testers

Kforce's core team managed the mainframe decommission team, including requirements analysis, static report migration, report consolidation and system enhancements. The phased approach minimized risk and daily operational business disruption, as well as provided the customer with transparency into the project's health and status.

Outcome

Two weeks into the mainframe decommission kickoff, the customer recognized the significant value and expertise of the Kforce partnership and exclusively engaged Kforce on three additional projects in the renovation portfolio. These opportunities have greatly expanded Kforce's scope of service, providing the customer with:

- Master Data Management to centralize data structure

- Tableau training to core employees

- Data visualization development

- ETL development

As the engagement evolves, Kforce has designed an engagement management strategy that included:

- Regularly scheduled checkpoints at significant stages throughout the project life cycle to validate progress and build trust.

- An Engagement Manager to act as single point of contact to provide the customer with consultant performance management updates.

- Consistent transparency into financial and operational reporting.

- Opportunities to offer process optimization consulting and implementation assistance.

With the project on track to meet business-critical year-end deadlines, leadership is extremely pleased with the engagement's progression and high quality of service provided. The partnership continues to blossom, with potential opportunity to engage additional Kforce solutions and to continue to support the customer's project pipeline into next year.

About Kforce

Kforce is a leading Technology and Finance & Accounting professional staffing services firm with a national network of over 60 offices, two National Recruiting Center locations in Tampa and Phoenix and more than 2,000 staffing specialists. Annually, we engage over 23,000 highly skilled professionals in both flexible assignments and direct hire placements with more than 4,000 customers of all sizes, including 70% of the Fortune 100.