

Case Study

Virginia Department of Human Resource Management (DHRM)



The customer

DHRM is the central human resource agency for Virginia state government. DHRM provides a broad range of leadership, guidance, and operational support to the state government and its stakeholders. Functions include Human Resource Systems Technology, Policy, Equal Employment Services, Employment, Compensation and Benefits, Employment Dispute Resolution, Talent Management and Workforce Planning, Workers' Compensation, Wellness Programs, Charitable Giving.

The challenge

DHRM is responsible for processing and managing personnel, compensation, and health benefits data for more than 100,000 active and separated state employees. To meet the operating needs of the department and of state agencies, DHRM had developed a Human Resource (HR) system called Personnel Management Information System (PMIS). It is used for HR administration and reporting for most agencies within the state. It was originally deployed in 1979 on a Unisys mainframe platform. It is a mission critical and high volume transaction system – on a given year it processes more than 9 million transactions, generates more than 2,800 reports and produces more than 10,900 data files for distribution to DHRM agencies and partners. This legacy system had been modified over the years and presented many unacceptable business and technical risks and challenges, including:

- Failure to be off the mainframe could have resulted in significant charges to DHRM and/or the Commonwealth of Virginia (COV),
- Platform was reaching end-of-life and facing increasing risk to long-term sustainability,
- Aging staffing and skills problems from the fact that PMIS ran on a COBOL programming language.

The solution

DHRM was looking for a modernization solution partner and they chose Fujitsu, as we demonstrated deep expertise and presented a compelling solution. Fujitsu has successfully implemented similar modernizations

THE CUSTOMER

Country: USA

Industry: Public Sector/Human Resource/Health Care

Services Provided: Modernization – Fujitsu PROGRESSION tool suite

Website: <http://www.dhrm.virginia.gov/>



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numerous times. Fujitsu successfully accomplished modernization of the client's mission critical mainframe system by using the Fujitsu proprietary PROGRESSION™ tool suite, an automated migration tool to convert legacy application(s) to a Microsoft® platform.

- Migrated 1.8 million lines of code to C#
- Converted 1,621 COBOL copybooks to C#
- Converted 563 COBOL programs to C#
- Converted 390 green screens to ASP .NET web interface
- Converted 237 batch jobs to PowerShell scripts
- 82 database files
- Migrated over 6GB of data to SQL Server®

Business benefits

By getting off the mainframe, DHRM saved \$15+ million in operating cost annually, reduced technical risk, and maintained operational efficiency by implementing a flexible, modern solution that enables better integration with other systems and provides agility to adapt business changes faster.

About Fujitsu

Fujitsu is the leading Japanese information and communication technology (ICT) company, offering a full range of technology products, solutions, and services. Approximately 140,000 Fujitsu people support customers in more than 100 countries. We use our experience and the power of ICT to shape the future of society with our customers. Fujitsu Limited (TSE: 6702) reported consolidated revenues of 4.1 trillion yen (US \$39 billion) for the fiscal year ended March 31, 2018. For more information, please see www.fujitsu.com.

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