



On-Demand PeopleSoft Expertise for Public-Sector Operations

Challenge

A large public sector organization relied on Oracle PeopleSoft to support mission-critical operations across many areas including finance, supply chain, human capital management (HCM), and system integrations. It faced several challenges common to complex ERP environments.

There were gaps in senior level PeopleSoft expertise across these areas, limiting the organization's ability to move initiatives forward efficiently. Because the duration and scope of consulting needs were often uncertain, the team required a partner with a flexible staffing model that could adapt as priorities changed.

At the same time, the organization was managing multiple time-sensitive initiatives, including an HCM re-implementation, benefits

administration modernization, integrations, and end-user training. The client was also dissatisfied with a previous vendor's consultant quality and responsiveness, as well as increased project risk due to these factors. The client required senior consultants with deep government sector experience who could operate independently and deliver value with minimal ramp-up.

Solution

INSPIR Solutions partnered with the client through the HGACBuy Cooperative Purchasing Contract to deliver high-caliber PeopleSoft expertise on demand. The engagement model enabled rapid onboarding of senior consultant (often within 48 hours) to support urgent operational and project-based needs.

While working with this client,

Flexible access to senior PeopleSoft expertise increased efficiency, lowered risk, and ensured continuity across mission-critical initiatives.

INSPYR Solutions has provided many PeopleSoft experts across a variety of distinct functional and technical roles. Resources were scaled up or down as priorities shifted, ensuring continuity without disruption to ongoing operations. Key PeopleSoft expertise delivered included:

- **PeopleSoft General Ledger (GL) Lead:** Provided senior financial leadership to stabilize and optimize core General Ledger operations.
- **Project Costing Senior Consultant:** Delivered expert guidance and hands-on training to project managers, enabling full utilization of PeopleSoft Project Costing. Brought deep Commitment Control and public sector experience to ensure compliance and adoption.
- **Flexible Financial Consulting Support:** Supplied senior-level financial consultants without rigid timelines, allowing the client to leverage expertise precisely when needed.
- **Procure-to-Pay Trainer:** Conducted in-person Procure-to-Pay training for more than 10 back-office staff, improving system utilization, efficiency, and process consistency.
- **PeopleSoft Integrations Specialist (WAMS / IFS):** Led a complex integration between PeopleSoft Inventory and WAMS (IFS), delivering REST/JSON API integrations using OAuth2, inventory and parts synchronization, robust

error handling and retry logic, comprehensive interface documentation, and coordination with third-party technical teams. The solution also included future-state recommendations to prevent system drift and data misalignment.

- **PeopleSoft HCM Functional Lead:** Provided leadership for a full HCM re-implementation, including Core HR, Manager Self-Service, and Employee Self-Service.
- **Techno-Functional Benefits Administration Lead:** Led a complete Benefits Administration implementation, replacing a home-grown open enrollment solution. Supported a unionized environment with a single senior techno-functional consultant responsible for project coordination, configuration, and technical oversight across two unions and a lean internal HR team.

Outcome

The engagement delivered measurable operational and project-level benefits:

- Many successful PeopleSoft consultant placements as needs demanded.
- Improved system adoption across Finance, HCM, Benefits, and Supply Chain.
- Reduced project risk during critical re-implementation and integration initiatives.
- Faster response to urgent needs without sacrificing consultant quality.

- Established INSPYR Solutions as a trusted long-term PeopleSoft partner, rather than a transactional staffing vendor.

Client Profile

The client is a large public sector organization that relies on Oracle PeopleSoft to support finance, supply chain, human resources, and integrated enterprise operations.

Technologies Supported

Oracle PeopleSoft, PeopleSoft Financials, PeopleSoft HCM, PeopleSoft Benefits Administration, PeopleSoft Project Costing, PeopleSoft Inventory, REST/JSON APIs, OAuth2, WAMS (IFS).

About INSPYR Solutions

Technology is our focus and quality is our commitment.

As a leading expert in delivering flexible technology and talent solutions, we strategically align industry and technical expertise with our clients' business objectives and cultural needs.

Our tailored offerings include a wide variety of professional services, project solutions, managed services, and talent resources, all bolstered by our strategic partnerships with cutting-edge technology services.

By always striving for excellence and focusing on the human aspect of our business, we work seamlessly with our talent and clients to match the right solutions to the right opportunities.

Learn more about us at inspyrsolutions.com.