

CONSTRUCTION / ENGINEERING – Work Force Management Portal

Overview

Dallas-based Fluor Corporation, a Fortune 500 company, is one of the largest publicly owned engineering, procurement, construction and maintenance services organizations in the world. Fluor serves customers in a wide variety of traditional and evolving industries worldwide, including chemicals and petrochemicals, commercial and institutional, government projects, life sciences, manufacturing, microelectronics, mining, oil and gas, power, telecommunications, and transportation infrastructure.

Business Needs

The Fluor Enterprise Workforce Management System (EWMS) is a system that allows the forecasting and staffing of both Home Office / Field projects and Craft projects, which is useful since typical Fluor project may span several years and include many employees. The business needed a system to forecast how many employees would be required for a project during the various stages of a construction. The detail of the assignments needed to show the type of job description needed. This information would then be used to produce reports and graphs to show the staffing levels needed for each position across the company. Since Fluor conducts projects all over the world (with many in remote areas and with limited IT support capabilities), the need for a web-based solution was paramount.

Strategy

The system was initially designed for and used by the Fluor Power division. As word of the system's effectiveness spread throughout the Fluor organization, the tool was quickly customized and adapted for other Fluor divisions such as Engineering and Construction, and Government. Since the system had to contain a great amount of data, performance and scalability became key requirements. The system was built to utilize a Microsoft SQL Server database and was optimized for the quick searching of employees and employee availability. Much of the data would be maintained in other systems of records such as SAP, and would be imported into EWMS on a nightly basis to ensure that all employee information was accurate.

Benefits

By providing an easy-to-use, fast and accessible system, the Enterprise Workforce Management System benefits many Fluor employees. The information from the system allows many users across the organization to access decision-making levels of detail that currently are gathered from many disparate systems. By locating the data centrally, the information is made more reliable. Logical Advantage designed the system with report capabilities including staffing analysis and forecasting needs as well as staffed requirements. By making the system a web based application, we also enabled users to easily access information from many global locations, and with many different types of network connections. We also created the system with easy maintenance in mind: there is no need for installation on the user's desktop. Since many Fluor projects utilize highly complex staffing models, often incorporating "what if" scenarios, we structured EWMS so it allows users to import staffing models and to create TBD staffing records which can better predict staffing placements globally. The system is currently utilized globally across many divisions of Fluor, touching hundreds of projects, forecasting and tracking the staffing assignments of over 60,000 resources.

About Logical Advantage

Logical Advantage is an award-winning, full-service Information Technology consulting and application outsourcing company. We are dedicated to providing high-quality, cost-effective custom software development and consulting services. We specialize in mastering complex business challenges, delivering mission critical solutions backed by our deep expertise and proficiency in Microsoft® technologies.

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