

May 2026 Newsletter



PROJECT UPDATES >>>

WHAT'S NEW

Our most recent wave of system configuration is complete, and the team will move into a nine-week end-to-end test cycle beginning this week. In the past few weeks, the team has been working through the configuration list, preparing test stories for end-to-end testing, and conducting drive-through testing with our implementation partners.

Drive-through testing involved the members of the project team performing key Kern360 tasks as a group with the goal of spotting errors early and designing effective test scenarios for the upcoming end-to-end testing relaunch. During drive-through testing, the project team hired a new employee into the test environment, completed their onboarding paperwork including tax elections and benefits enrollment, filled out their first timecard, processed their first payroll round, and completed processes for offboarding, termination, and final paychecks. During the drive-through testing sessions, the team worked on error resolution and refined test stories for the tester pods who will begin testing on June 1. Among the tests they completed, they were able to resolve an issue with adding bilingual pay

KEYWORD CORNER

Workday Apps – Apps in Workday group business processes into easily-usable functional areas. Each app supports a particular area of work –like time off, expenses, payroll, recruiting, or learning—while sharing the same data, security, and user experience found throughout Workday. You'll often hear apps referenced in navigation. For instance, you might be instructed to select your time app to enter your hours worked for the week.



for a new extra help employee and define an integration run schedule for retrieving new hire data from Neogov (the County's job posting platform).

End-to-end testers will continue the work completing exhaustive testing on hundreds of test scenarios in the coming weeks.

You can follow along with the project progress on the [Project Info Kern360](#) page or access the live financials side by visiting [Kern360 Financials Production](#).

WHAT'S NEXT

End-to-End relaunch is beginning this week. Testers across many Kern County departments will be grouped into pods to run test scenarios for each step in the employee journey. As they test, they'll be working closely with our implementation partners to resolve errors as they are discovered.

Our goal is that by the end of this nine-week testing cycle, we will be able to exit end-to-end testing with at least 95 percent correct configuration. Then, we'll launch the payroll parallel build and test phases, where we simulate payroll in the test environment and ensure it matches payroll in our current system. The team will continue to make accurate payroll functions a high

priority throughout the upcoming build and test phases.

You can follow along with the project progress on the [Project Info Kern360](#) page or access the live financials side by visiting [Kern360 Financials Production](#).

THE MORE YOU KNOW

NEW VIDEO RESOURCES



The [Kern360 Resources](#) page has new video previews for you! Check out the Getting Started, Absence, and Benefits sections for a collection of videos to jump start your experience in Kern360 and to show you a preview of features under development. More video resources will be added to other sections of Resources page in the near future as well.

FUTURE FOCUSED

FINDING YOUR WHY



Big changes bring a lot of uncertainty with them, especially changes you didn't choose for yourself. It's normal to wonder: Why this? Why now? What does it mean for me?

Even when the change itself is outside of your control, finding your own reason why can enable your success during change. In this article, we're going to look at strategies for finding your why as it specifically relates to Kern360.

START BY FINDING OUT

Finding the broader purpose for our organization is a good place to start. If you're unclear about the reasons for the switch to Kern360, ask! Seeking more information isn't pushing back or resisting change—it's engaging with the process. Reach out to your change manager (stockwells@kerncounty.com), your department Change Champion ([Change Champion Network](#)), or project leads ([Project Information](#)) if you'd like to find out more about the reasons for the change.

CONNECT PERSONALLY

It's one thing to know how a big change benefits the County as a whole; it's another thing to connect it with your personal day-to-day. That's where finding your personal why comes in. Try asking yourself: What skills could I gain from learning a new system? Could this make parts of my job easier over time? How could learning a new system position me for future opportunities? You don't need grand answers. Your why could be as simple as streamlining a few tasks or

GIVE YOURSELF TIME—AND UNDERSTANDING

It's okay if your why doesn't fall into place right away. Feeling hesitation doesn't mean you are unwilling to change; it means you're human, and you're processing. Allow yourself gradual change, hands-on experience, and small victories over time to build meaning and purpose behind this big change.

Change rarely feels comfortable at the start. But with understanding, curiosity, and a bit of patience, it can become more and more manageable and valuable in ways we didn't anticipate at the start.

PRIZE ALERT!

Thank you to all who submitted questions to the FAQ this past month! You can see new answers on the [FAQ page](#). Look for more coming soon as well!

This month, we're asking you to think about your reasons why as we talked about in the Future Focused: Finding Your Why article. Submit your reason why using [this form](#). If your why hasn't quite come together yet, don't worry! Use the form as an opportunity to ask questions and tell us what you need to help you move forward.

Everyone who completes the form will be entered into this month's opportunity drawing. The grand prize winner will receive a \$25 Amazon gift card, and two additional winners will get exclusive Kern360 swag.

APRIL PRIZE WINNERS

Congratulations to our March prize winners—Ruth Tisdale, Dora Vega Azcarate, and Karina Montero! Thank you for joining the challenge!

Thank you for your support and curiosity as we move forward. If you have questions or comments regarding the newsletter or the [Kern360 Project Portal](#) website, please contact stockwells@kerncounty.com.

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