

HRchitect Guides Large Apparel Manufacturer Through UKG Pro WFM Migration

CLIENT BACKGROUND

The Client is a global apparel company with operations worldwide and a large hourly workforce across North America. For this project, the scope focused on the Client's North American workforce, which required a modern, scalable workforce management platform capable of supporting complex time and attendance requirements, integrations, and reporting needs. To prepare for the sunset of UKG Workforce Central (WFC), the organization selected UKG Pro Workforce Management (WFM) as its next-generation workforce management solution.

THE CHALLENGE

The primary driver of change was the required migration away from UKG Workforce Central due to the product's end of life. While WFC had served the organization for many years, it lacked the modern architecture, reporting flexibility, and extensibility needed to support the company's future workforce strategy.

The transition to UKG Pro WFM was not simply a technical upgrade. The Client needed to ensure payroll continuity, accurate time tracking, and seamless third-party integrations, while also positioning the organization to take advantage of enhanced reporting, analytics, and a modern user experience.

CLIENT PROFILE

- This Client is a global apparel company that manages multiple clothing brands
- Headquartered in North Carolina
- Over 40,000 employees
- Partnered with HRchitect to migrate to UKG Pro WFM as their legacy system was sunsetting

WHY HRCHITECT?

- 5x winner – UKG Partner of the Year
- Hundreds of UKG clients – see what more than 400 UKG clients have to say about us on Raven Intelligence
- Senior consultants that come from an HR practitioner background

THE PROJECT

The Client partnered with HRchitect to lead a full UKG Pro WFM migration, supporting the Client from WFC through go-live. HRchitect provided end-to-end migration services, including configuration of time and attendance, integrations, and Data Hub functionality to support downstream data needs.

Given the scope and timeline, a big bang deployment strategy was selected. This approach ensured a clean transition from WFC to UKG Pro WFM and eliminated the need to maintain parallel systems, while still meeting critical payroll and operational deadlines. Throughout the project, HRchitect worked closely with the Client's internal teams to validate configurations, manage integrations, and ensure data flowed accurately between UKG Pro WFM and third-party systems. Particular attention was paid to reporting and data accessibility, enabling the organization to take full advantage of UKG Pro WFM's modern analytics capabilities following go-live.

KEY BENEFITS

- **Successful Migration from WFC:** The Client transitioned off a sunseting platform to a modern, cloud-based UKG Pro WFM environment.
- **Improved Reporting & Analytics:** UKG Pro WFM provides enhanced reporting tools and data visibility compared to WFC, enabling better workforce insights and decision-making.
- **Modern User Experience:** A more intuitive interface improved usability for managers and employees.
- **Scalable Cloud Architecture:** UKG Pro WFM offers greater flexibility and long-term scalability to support evolving workforce needs.





2 Successful Payrolls Post-Go-Live

THE RESULTS

The Client processed two successful payrolls immediately following go-live, confirming system stability and configuration accuracy. Although one third-party integration required historical and current data from the legacy environment, HRchitect partnered with the Client to design and execute a solution that ensured continuity without delaying the overall implementation.



The Client expressed strong satisfaction with both the outcome and the HRchitect implementation team, noting the team's expertise, responsiveness, and ability to navigate complex integration requirements.

By combining UKG Pro WFM knowledge with disciplined project execution, HRchitect helped this global apparel Client successfully modernize its workforce management platform, positioning the business for improved reporting, scalability, and long-term success.



To learn more about HRchitect's services or request a consultation, [click here](#)

