

Less Time Onboarding Frees Employees to Spend More Time on the Mission

SHELTER Inc.



As a nonprofit charity, SHELTER Inc. strives to realize an important mission: rebuilding lives, one family at a time, by giving them a home, the skills, and the resources needed to live the life they deserve. The organization strives to prevent and end homelessness for low-income, disadvantaged families and individuals by providing housing, services, support, and resources that lead to self-sufficiency.

Jim Stanley, SHELTER Inc.'s Human Resources Assistant and Payroll Specialist, remembers two recent events that prompted the organization to examine its onboarding approach in order to continue to support the mission.

“Our CEO asked us to look for ways to use technology to automate paper processes, create new efficiencies, and keep costs low,” Jim says.



Company:

SHELTER Inc.



Industry:

Nonprofit charity



Number of employees:

100+, many the result of a recent hiring initiative that nearly doubled the workforce.



Challenge:

A manual, paper-based onboarding approach that took too much time to manage and couldn't scale to keep pace with an aggressive hiring plan.



Solution:

HR Cloud's Onboard solution reduced the amount of time needed to complete paperwork during the onboarding experience. Now new hires spend more time focused on what's really important: helping clients and supporting the SHELTER Inc.'s core mission.



“Thanks to HR Cloud, the reduction in onboarding time has been phenomenal. I estimate HR Cloud has helped me save 60-70% of the time I used to spend on onboarding tasks.”

Jim Stanley

Human Resources Assistant and Payroll Specialist

“Right around the same time, we took over the management of a new homeless facility, which would lead to a hiring growth that could possibly double our workforce. We quickly realized that there was no way we could accommodate such aggressive growth without an automated onboarding system.”

HR Cloud to the rescue

Jim recalls that his search for an effective onboarding solution started and ended with a single conversation with his ADP representative. “HR Cloud’s Onboard application was listed in the ADP Marketplace, and our rep highly recommended it as a way to streamline the onboarding process. Once I saw it, I knew it was the right solution for us.”

Onboard immediately made an impact, especially when it came to saving time and simplifying the overall approach. “I used to spend nearly five hours onboarding each employee,” says Jim. “With HR Cloud’s Onboard, this time is now down to an hour or less. It’s a real advantage in getting new hires up and running so they can start helping clients right away.”

Say goodbye to paper

By automating its onboarding system with HR Cloud, SHELTER Inc. has virtually eliminated paper, and the organization is now reaping the many benefits of a paperless system.

“We use Onboard for all paperwork and onboarding forms, such as W-4s, I-9s, and more,” says Jim. “We really don’t use paper documents anymore. Now I download important documents and put them in digital folders.” He reports that since implementing the HR Cloud solution, SHELTER Inc. has been able to eliminate three filing cabinets, a single step that has saved time, effort, office space, and money.

Everyone loves HR Cloud

Employees love the new experience, too, for a number of different reasons.

“New hires appreciate the fact that they can complete important forms on their own time, possibly even before they meet with me,” explains Jim. “This gives them the time to carefully consider their options, decide what they want to do, and make the best choices. There is no

pressure to do it in their first meeting, which has helped reduce the amount of changes.”

SHELTER Inc. asks for feedback from each new hire after they complete the onboarding experience, and their responses have been consistently positive. “We continue to hear how impressed they are by the fact that we’re able to offer this type of digital tool to automate the process,” says Jim. “It really makes us look good with new hires.”

The new solution works for HR, too. “The reduction in onboarding time has been phenomenal,” raves Jim. “I estimate HR Cloud has helped me save 60-70% of the time I used to spend on onboarding tasks.” These time savings now let Jim spend more time on additional high-value topics, such as educating new hires on payroll, timecards, leave policies, and more.

A real impact on mission-critical goals

As a nonprofit charity, SHELTER Inc. needs to do all it can to keep costs low to comply with various requirements related to grant funding. This means the organization is hyper-focused on finding new ways to improve productivity and strengthen its bottom line.

HR Cloud’s Onboard solution helped here, too. “While the HR Cloud solution was a good value, it still represented an initial additional expense,” says Jim. “Yet by reducing the amount of time we used to spend, we have achieved a positive return on investment.”

When asked to summarize his overall experience with Onboard, Jim puts it this way: “HR Cloud helped us streamline our entire onboarding process. Now, we can get new hires in here, give them the information they need, and get them out there helping clients much faster than we ever would have using our old approach. And for us, that’s what it’s really all about.”

“With HR Cloud’s Onboard, this time is now down to an hour or less. It’s a real advantage in getting new hires up and running so they can start helping clients almost immediately. In this way, HR Cloud has given us a new way to help us achieve our mission.”

Jim Stanley

Human Resources Assistant and Payroll Specialist

