

Goodwill of Central and Coastal Virginia

Kronos Workforce Ready supports Goodwill of Central and Coastal Virginia's mission to enhance workforce development.

Challenges

Goodwill of Central and Coastal Virginia (GCCV) strives to empower individuals, strengthen families, and build prosperous communities by providing pathways to employment both in the community as well as within its own retail operations and contract services. With workforce data scattered across multiple applications and manual human capital management (HCM) processes, GCCV had limited visibility into accurate workforce data. Also, HR, payroll, and finance staff couldn't access the system at the same time. Tracking time off on cards created problems when managers forgot to input approved requests. Completing performance and compensation reviews on spreadsheets was complex and difficult.



What Goodwill of Central and Coastal Virginia needed was a solution that could:

- Deliver a unified platform with a single database and record of associates across all functionality

Customer Snapshot

Industry: Nonprofits, Retail

Business Needs:
Human Capital Management
Time and Attendance
Employee Scheduling
Payroll
Absence Management

Business Size:
Medium to Large Enterprise

Location:
Virginia

PRODUCTS

Workforce Ready HR
Workforce Ready Performance Management
Workforce Ready Compensation Management
Workforce Ready Time Keeping
Workforce Ready Accruals
Workforce Ready ACA Manager
Kronos InTouch Timeclock



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- Provide a complete HRIS solution that can handle a wide range of human capital management needs, from payroll and HR to timekeeping and scheduling
- Offer a mobile solution to enable associates working off-site contract positions to punch in and out and submit time-off requests remotely
- Track and report on labor tied to specific projects and grant-funded work
- Automate performance and compensation management to ensure timely evaluations are completed and complex compensation rules are followed

Solutions

Using a cloud-based Kronos Workforce Ready® solution, Goodwill of Central and Coastal Virginia has streamlined human capital management processes and has gained visibility into real-time data to increase productivity, better manage labor costs, improve employee engagement, support informed decisions, and mitigate compliance issues.

Workforce Ready HR

- Boost employee productivity and engagement by effectively hiring, managing, developing, and retaining best-fit employees
- Increase efficiency with paperless and streamlined HR processes and self-service tools that ease administering benefits, onboarding, and managing employee information
- Improve administrative accuracy by reducing errors and ensuring consistency with a single system for all employee records and HR functions
- Engage in proactive compliance with changing labor laws and regulations, such as the Fair Labor Standards Act (FLSA) and the Affordable Care Act (ACA)

Workforce Ready Time Keeping

- Streamline time tracking with automated collection of time and attendance information and conversion of worked hours to payroll
- Apply user-defined pay and work rules to help improve payroll accuracy and reduce compliance risk

Customer Snapshot

“The less time and money we spend doing administrative tasks, the more resources that go to our core mission. Kronos® is helping us deliver our mission more effectively and get more value out of every dollar spent, letting us manage [our workforce] more efficiently so more of these resources get into the hands and uses of mission.

John Leopold

Vice President of Technology

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- Gain insight into approaching overtime to better manage labor costs
- Improve employee engagement through real-time access to time and attendance and accrual information

Kronos InTouch Terminals

- Verify employee identity and eliminate buddy punching with biometric identification of employees
- Minimize compliance risk by preventing employees from working outside their scheduled hours
- Provide employee self-service access to scheduled hours and time-off balances at the terminal and free up managers for higher-level activities
- Remotely monitor employee time and attendance information through cloud-based technology

Results

Retail store and off-site associates feel more engaged now that they can punch in and out at a terminal or on a mobile device and use self-service tools to see their schedules, view accrual balances, request time off, and check a request status. Compensation management tools help GCCV equitably distribute funds in the salary pool, further enhancing engagement. Managers can approve time off on mobile devices, view where mobile time punches occurred, and see how hours compare to budget. Reporting easily shows hours worked by location and labor hours tied to grants and projects. With automated HCM processes, managers have more time to focus on associates and GCCV's mission.

**500 HOURS SAVED
YEARLY**

by managers with associate
job data in a performance
management system

**10 HOURS
NOW 0 HOURS**

spent monthly with
automated transfer of
associate benefit
selections to vendors