



CASE STUDY

HOW A PRINTING COMPANY DOUBLED COMPLETION RATES OF ONLINE TRAINING

A printing company with over 150 employees grappled with compliance training and onboarding across 11 locations. With around 40% of employees completing safety courses, monthly training meetings abandoned due to time constraints and the HR professional driving to each location to onboard each new hire, the lack of automation sent the company into a whirlwind of apprehension. However, after implementing Paycom, the HR professional and managers companywide saw efficiencies surge and compliance skyrocket.

CLIENT INFO

- » Over 150 employees
- » Headquartered in California
- » 11 locations

CHALLENGE

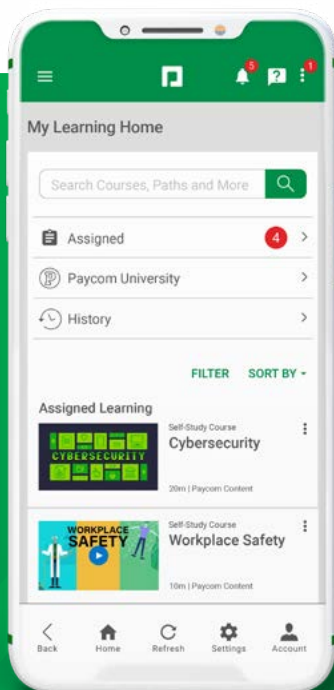
Prior to Paycom, the company's HR generalist was stuck creating monthly training courses from a binder, printing or copying materials before distributing to each floor manager to use in meetings with their staff. After training, each employee had to take a quiz and sign off for completion. According to the HR professional, **"It wasn't getting done. We maybe had 30% to 40% completion throughout the company."** Oftentimes, he would have to cancel the meeting, meaning safety instruction would be skipped for that month.

Onboarding was a common cause of the cancellations, as the new employees' paperwork had to be handled by the HR generalist and brought to each new hire's location. It often took him over half a day to drive there, fill out the paperwork and drive back to headquarters.

SOLUTION

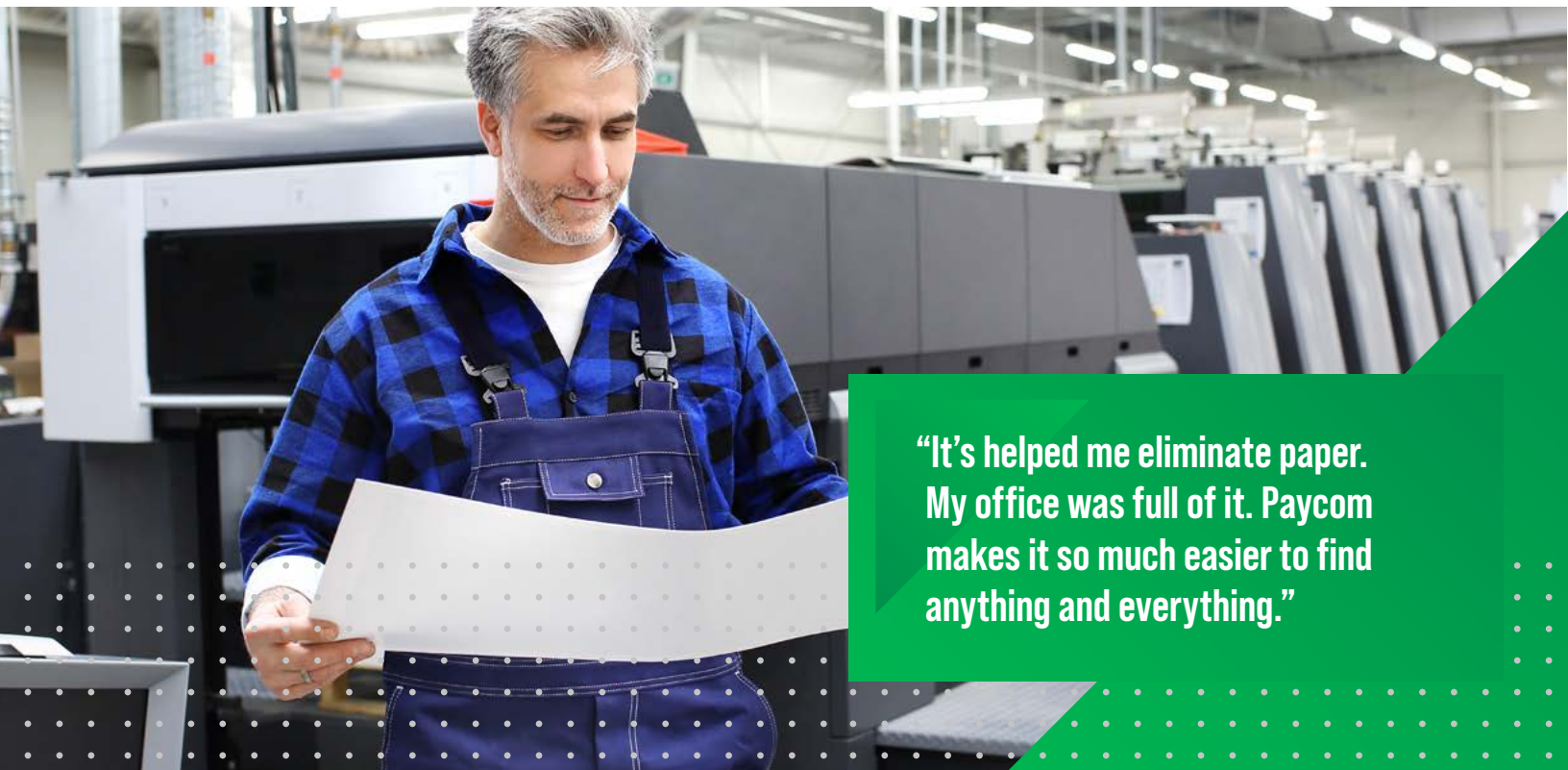
With Paycom Learning, those monthly meetings are now nonexistent, as all the company's HR professional has to do is build and assign a course to all personnel, all online. Employees complete each course in the same place they clock in and out from, through Paycom's Employee Self-Service® tool. Now, a preparation and delivery process that took 13 hours each month takes only two.

Reporting for compliance purposes is also easier, as Paycom's single application can generate reports for any course within Paycom Learning. Executives and managers can see the completion percentages, the time employees spent on training and even those who have yet to take it. **"It's helped with compliance and staying on top of safety training,"** the HR generalist said. **"I can make sure it's actually happening."**



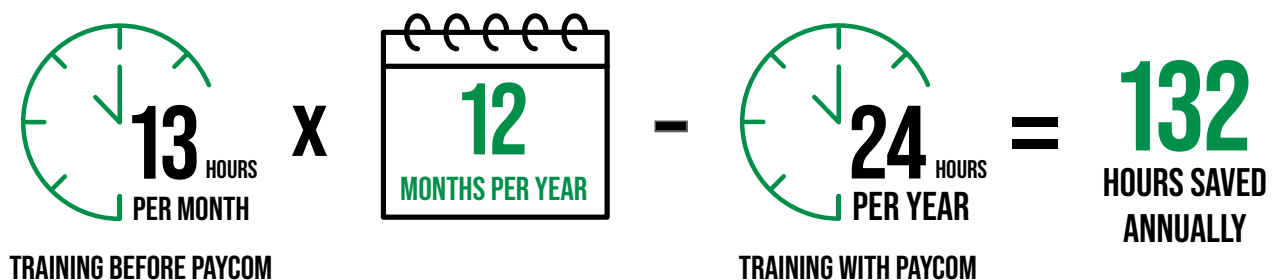
Paycom Learning





“It’s helped me eliminate paper. My office was full of it. Paycom makes it so much easier to find anything and everything.”

Paycom’s onboarding process eliminated trips to other locations simply to fill out paperwork. Done remotely through Paycom’s self-service tool, new talent enters their own information, which populates throughout the system and enrolls them in the necessary training courses. This automation increases efficiencies and maximizes ROI. Today, the company’s employee usage score of the technology is at 91%, according to Paycom’s new Direct Data Exchange® tool.





Direct Data Exchange

“It’s helped with compliance and staying on top of safety training. I can make sure it’s actually happening.”

RESULTS

Now, the company is flying high with Paycom Learning. Training completion has more than doubled to 85%, while saving the company more than 130 hours a year in material preparation and delivery. **“It has made a big difference,”** the HR generalist said. **“The fact that people are doing the training courses is what I’m excited about.”**

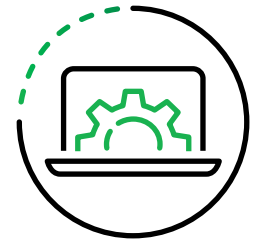
Giving the HR generalist over 80 hours per year back, onboarding with Paycom has allowed him to focus on high-priority initiatives like creating crucial training courses for delivery drivers and increasing company compliance for applicable state laws. With compliance and automation at the forefront of his mind, Paycom allows him to better serve both his executive team and employees by creating engaging learning courses and tracking them to completion.

CLIENT PAYCOM TOOLS INCLUDE:

CLICK ANY OF THE ABOVE TO LEARN MORE.

See what Paycom does
for your company at
800.580.4505 or **paycom.com.**

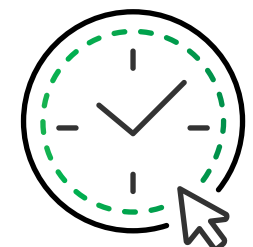
This case study reflects actual data and results from a Paycom client. Because of our commitment to protecting the identity of our clients, we do not share their name publicly. However, we have many happy clients eager to share their story with you when you're ready to meet with one of our Paycom representatives.



Saved **80+** man-hours by onboarding remotely



Increased training completion rate from **40%** to **85%**



13-hour monthly preparatory process reduced to **2 hours**