

A thriving electric motor company experiencing growth also faced a dilemma: It had a top-notch workforce, but lacked consistent training. With 380 employees across nine locations in multiple states, the HR director knew she had three options:

- » hire a trainer at each location
- » hire a few traveling trainers
- purchase a learning management system (LMS) to train personnel electronically

CLIENT INFO

- » 380 employees
- » 9 locations in multiple states
- » Headquartered in Oklahoma

\$270,000 SAVED ANNUALLY

4 CLIENT RELATIONSHIPS SALVAGED THROUGH NONCONFORMITY TRAINING











380 EMPLOYEES ACCESS ON-DEMAND TRAINING



CHALLENGE

Prior to Paycom, no formal new-hire or ongoing employee training existed at any of the nine locations. Once the HR director was hired, she knew there had to be a way to enact and ensure consistent training.

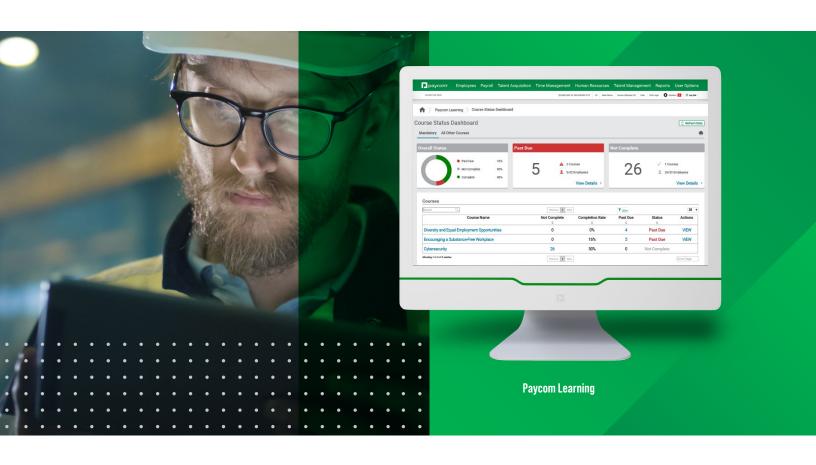
A uniform, easy-to-use training method was important for quick onboarding, achieving International Organization for Standardization (ISO) certification and meeting industry compliance standards.

As the company grew, a focus on uniform quality management systems increased. It needed a consistent way to ensure quality through proper training, while quickly educating employees on workers' comp cases and nonconformities. An additional obstacle was effectively training employees in the field, as they rarely were present at physical locations.

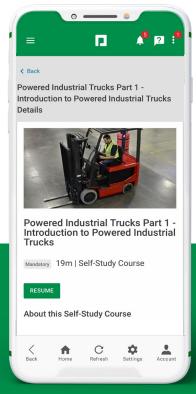


SOLUTION

At a previous employer, the HR director had used a different LMS product. "Because of my previous experience, I knew nothing else would work as well as Paycom Learning [Paycom's LMS]. I had been down the road before and felt confident. Paycom's LMS solution was the only choice if we wanted to succeed," she said. She knew that the majority of their industrial employees had minimal computer skills, so the system had to be easy to use.







Paycom Learning

RESULTS

By implementing Paycom Learning, the company saved substantial money and time, strengthened client relationships, reached its goal of consistent and scalable training, and is on track for all locations to be ISO-certified.

"If we decided to hire trainers instead of implementing Paycom Learning, it would've taken at least three people and cost \$210,000 for three salaries, plus \$60,000 a year in travel expenses."

CLIENT PAYCOM TOOLS INCLUDE:

80%)

New hires became productive 80% faster

CLICK ANY OF THE ABOVE TO LEARN MORE.

(O) (+9)

Transformed training across 9 locations

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.



Eliminated the need to hire 3 additional trainers

