CASE STUDY: VENSUREHR

VensureHR

VensureHR is one of the country's fastest growing professional employer organizations (PEOs). Their mission is to take the headaches out of end-to-end HR administrative processes, mitigate risk, and lower costs for small to mid-market companies to give these companies the freedom to focus on their growth and profitability. With offices throughout the country, VensureHR makes HR administration easier for companies across the United States.

VensureHR Grows Their Business in Two Important Ways

Under the enthusiastic direction of chief executive officer (CEO), Alex Campos, VensureHR has adopted two aggressive strategies for growth. First, the company offers complete, industry-leading HR services for clients. VensureHR removes the worry and chore of managing day-to-day employee HR tasks, beginning right from the day they onboard. Ongoing services include administering benefits, payroll, and timekeeping, managing risk, and handling workers' compensation.

Second, VensureHR acquires other leading PEO companies at the rate of about one per month to give it broader access to more clients with better pricing thanks to the economies of scale. It also unifies these companies, calling them Division Partners, under VensureHR's best practices and technologies. Today VensureHR and its Division Partners serve clients that number in the thousands in all 50 states, with their employees numbering in the tens of thousands.

Together, VensureHR and its Division Partners are able to provide the level of services to small and midmarket companies that are usually only available to Fortune-500 companies.

Swipeclock Strategies of Growth

Optimize Payroll Processing

VensureHR utilizes integrated time and attendance by Swipeclock to eliminate multiple steps required to process payroll. By taking advantage of the optimization integration provides, VensureHR saves time, frustration and money. And so do their clients.

One-Click Employee Management

When onboarding a new employee, the client needs to input information into multiple systems. This creates opportunity for error. By utilizing Swipeclock's time and attendance, the system will automatically synchronize the information across all time tracking and HR functions.

Integration Saves Time

The payroll department can save about seven to ten minutes per client by generating a single weekly report. Multiply that time by the thousands of clients they serve, and the time savings is impressive.

Integrating Systems Produces New Efficiencies

One of the highest priorities when VensureHR acquires other PEOs, and their clients is migrating them from the systems they are using to the integrated PrismHR–TimeWorksPlus solution. These legacy systems comprise everything from paper timesheets to disparate software systems that often require multiple steps to complete a single task. For example, to generate a single payroll report, many PEOs have to download a report from their timekeeping system and then upload the same report to their payroll management system. Employees also waste time by having to enter separate systems that each require a unique login and password to start work, schedule time off and update their tax status.

Employees Have Single Sign-on Human Resources Access

VensureHR has solved these time-wasting processes by implementing Swipeclock time and attendance that is fully integrated with PrismHR. With this integrated solution, employees enjoy single sign-on through a streamlined and secure employee portal, which means they log into the system just once at the beginning of the day and gain access to everything they need throughout the day.

"The employees just log in once, and they can then easily get their check stubs and W-2s and change their tax setup," said Debbie Peters, manager of the Client Support Department at VensureHR. "They also go to the same place to clock in and out." She added that VensureHR's PEO partners who have converted to the PrismHR–TimeWorksPlus system also 'think it is fabulous.' Because PrismHR and Swipeclock are completely integrated, managers can easily generate reports 'by pressing a single button.'

Working Swipeclock is Easy

The PEOs and their clients appreciate the Swipeclock teams' customization expertise and the fact that TimeWorksPlus is fully customizable. From identifying specific holidays they observe to the way they calculate restaurant server tips, about 30 percent of VensureHR clients request the system be configured for their needs.

The Swipeclock team trained the VensureHR Client Services team to handle some of the customizations itself, but usually leaves the scripting to Swipeclock. "The Swipeclock IT group has been very helpful," confirmed Peters. "In fact, we love working with our account manager and others at Swipeclock. They're very interested in helping us succeed, and they're very easy to work with."