

**Demand More**  
with Attendance on Demand

**eliminating racism  
empowering women**

**ywca**

Central Carolinas



## **Non-profit Trims Costs 35% Cuts Processing Time in Half**

The YWCA Central Carolinas has served the residents of Charlotte, North Carolina and surrounding areas for more than a century. The goals of the non-profit organization are to eliminate racism, empower women and promote peace, justice, freedom and dignity for all through a variety of activities, events and programs in several locations across the community.

Like most mission-driven organizations, the YWCA relies on a lean but incredibly busy team of professionals who wear many hats. Employees want to minimize the time they must devote to activities not directly related to the organization's education and enrichment goals. This includes time and attendance tracking and reporting.



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### About YWCA Central Carolinas

Of the 80 employees of the YWCA Central Carolinas, a little more than half are hourly. The organization had been using a web-based system to track time and attendance, where employees were able to sign in and out from computers located at their work sites. However, the system the company had been using was extremely costly and did not allow flexibility in some key areas.

Over time, the organization was able to work around some of its legacy system's "quirks." Yet, according to YWCA Central Carolinas Finance Manager Teresa Cerda, there came a point where management realized there must be more affordable options that could provide the same, if not more, flexibility and functionality.

"Our previous system...included many functions that we didn't need or want to pay for. They were a waste for us and didn't help with core time and attendance tracking."

The organization turned to Labor Strategy for assistance in reviewing other time and attendance solutions, and the labor management firm recommended cloud-based Attendance on Demand. The YWCA determined that the solution suited its needs perfectly.

### More Value plus Affordable Cost

According to Cerda, Attendance on Demand integrates well with the company's existing payroll solution and the other systems it uses for workforce management activities. It performs all of the functions the YWCA needs—and then some. Yet, Attendance on Demand costs significantly less than the organization's previous system.

"Our previous system was not a good fit," she explained. "While it provided a lot of 'bells and whistles,' it also included many functions that we didn't need or want to pay for. They were a waste for us and didn't help with core time and attendance tracking."



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### Improved Accuracy in Tracking and Reporting

Attendance on Demand provides detailed information that helps YWCA management make better workforce management decisions. Employees record time at Employee Self-Service kiosks and managers can easily view details such as attendance by location, overtime, and more. The system correlates actual time and attendance directly with what has been budgeted, so users have up-to-the-minute knowledge of the company’s HR-related financial performance.

Because Attendance on Demand is cloud-based, management can quickly and easily log in to the system from anywhere with internet access to check if employees are on the job and to locate where they are working. This is particularly helpful for the YWCA, with its many offsite locations and employees who move from site to site depending on their daily or weekly schedules.

Management appreciates this transparency into time and attendance activity.

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### Flexibility Leads to Productivity Improvements

Attendance on Demand breaks out rate codes and tracks them by department, level and activity—something that the YWCA’s previous solution didn’t do. This automates aspects of time recording and reporting that previously had to be done manually through time-consuming work-arounds.

For example, some fitness instructors teach more than one activity. A different pay rate is associated with each activity, so the fitness directors who oversee the instructors must track time closely and link it to the various activities. In the past, there was no way for the directors to identify which activities the instructors were performing when the time and attendance information was entered. The finance manager had to go back and manually add in the different rate codes after the fact, then manually pay individuals for the various activities.

Today, with Attendance on Demand, directors simply use a drop-down menu to choose different rate codes associated with the instructors’ activities. The codes automatically apply the appropriate pay rates, and no adjustments are needed.



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### Time Savings

While the initial impetus for seeking a new time and attendance solution was to save hard costs, Cerda notes that the time savings the YWCA has experienced with Attendance on Demand has been significant as well.

“We pay our workforce twice a month,” she explained, “and while it used to take 2 ½ hours to process payroll each pay period before, it now takes only 1 ½ hours to run all reports, process payroll and track everything to budget.”

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With Attendance on Demand’s automated features, Cerda merely has to import all hours worked. Time is automatically rounded to the nearest hour; no additional calculations are needed to apply rate codes or rounding.

The bottom-line effect on productivity is dramatic. Cerda estimates that as a result of these efficiencies, YWCA Central Carolinas now spends 40–50% less time recording and processing time and attendance data.

The flexible Attendance on Demand solution is exactly the right fit for the YWCA, allowing the organization to minimize the time it spends on administrative activities—and focus more resources on its higher-level mission.



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### About Labor Strategy, LLC

Labor Strategy, LLC. (Greensboro, NC) implements time and attendance solutions to a range of businesses. With over 20 years of specific experience in the time and labor area, Labor Strategy helps organizations streamline payroll processes and control costs through high-quality service and support. The Labor Strategy team collaborates with business to eliminate manual intervention and duplicate data entry, and instead puts into place solutions; advanced time clocks and services take the work out of complex employee scheduling, labor and wage calculation. [www.laborstrategy.com](http://www.laborstrategy.com)

### About Attendance on Demand, Inc.

Attendance on Demand supports the labor management needs of thousands of companies and more than a half million employees across North America. Launched in 2006, Attendance on Demand is a rapidly deployed, cloud-based solution that minimizes a company's risk and technology investment while providing advanced features for securely managing labor data—calculating pay rules, scheduling employees, budgeting labor, and automating recordkeeping for labor law compliance. With standard uptime over the industry average of 99.995% and above average customer retention rates, Attendance on Demand removes the worry of maintaining expensive infrastructure. An extensive North American distribution network helps organizations use Attendance on Demand to reduce labor expenses and improve decision making.



To find out how Attendance on Demand can help your organization, call 800-465-9980 or visit [www.attendanceondemand.com](http://www.attendanceondemand.com)