

AthletiCo

Achieves Rapid Results with UltiPro's Cloud HCM



Company Profile:

AthletiCo is a provider of physical therapy, occupational therapy, work rehabilitation, fitness center memberships, massage therapy, and nutrition services. Since its inception in 1991, AthletiCo has provided physical therapy, rehabilitation, and fitness services to businesses and residents in Illinois, Wisconsin, and Northwest Indiana.

Its workforce is comprised of licensed physical, occupational, and massage therapists and our certified athletic trainers, strength and conditioning specialists, and personal trainers that deliver orthopedic rehabilitation, work rehabilitation, occupational therapy, athletic training outreach, and fitness services.

The Challenges:

Before deploying UltiPro in Fall 2007, AthletiCo was using a business process outsourcer. Company leadership realized that the organization needed the power of end-to-end functionality without having to manage the software with its own resources.

To better handle planned growth while controlling costs, AthletiCo chose UltiPro with Software-as-a-Service (SaaS) delivery because of its inclusive IT services and UltiPro for its comprehensive HCM features—creating companywide efficiencies and adding value to a range of HCM processes, such as talent acquisition.

The Solution:

With UltiPro's feature for recruitment, AthletiCo has transformed its hiring and applicant tracking procedures from a burdensome manual process to an automated process that uses built-in workflow.

UltiPro enables managers, recruiters, and HR staff to track and oversee the entire process online—reducing the length of the recruiting cycle, saving significant time, and minimizing overall costs for recruitment and hiring.

The HR team can quickly screen qualified candidates and then route online applications to hiring managers and other decision-makers who are involved in the process. Each person also can make comments during the process that the others can view.

Ultimate
SOFTWARE
People first.

The Customer

AthletiCo

Industry

Healthcare Services

Number of Employees

1,100

Key Benefits

- Enhanced services to employees with Web self-service
- Lowered overall recruitment and hiring costs
- Improved time-to-hire

“With UltiPro, we can post and fill vacancies faster than ever, and our HR staff is free from devoting time to tasks like cutting and pasting candidate resume details in emails for managers,” said Kathy Yates, payroll manager for AthletiCo.

“We have six people to handle the entire gamut of human resources, payroll, and benefits for approximately 1,000 employees in dozens of locations. By using UltiPro to streamline manual processes like recruitment, everyone benefits.”

AthletiCo also has freed its HR/payroll team from the paper-intensive process for benefits enrollment. Employees now are completing their open enrollment online, and new hires are using the UltiPro solution to make their individual benefits choices as soon as they join the organization.

“When it’s conducted manually, benefits enrollment is one of the most tactical and time-consuming processes since it involves a lot of data entry,” said Yates. “With UltiPro, employees make their own updates from home or office, and we can automatically generate a file for the benefit providers without having to decipher hand-written forms.”

UltiPro enables employees to view and modify their own personal information, and managers can then access and update specifics about their teams. Changes can be routed to approvers or to those who just need to be “in the know.”

According to Yates, Web self-service is proving to be very valuable, especially when employees are preparing their taxes and planning for the year ahead.

“We have had such positive feedback from our employees about UltiPro’s self-service. They can see everything important to them, and they love it,” said Yates.

“We wanted a technology solution with functionality that would take us to the next level. We’ve achieved this with UltiPro, and we look forward to continued growth with Ultimate Software as our HR business partner.”



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Payroll Manager
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CALL US: 1.800.432.1729
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