

SCF Arizona

Streamlines Talent Management with UltiPro® and SaaS



Company Profile:

SCF Arizona is the leading provider of Arizona workers' comp insurance. Founded in 1925, SCF has nearly 35,000 workers' compensation policyholders and covers more than 50% of all businesses working in Arizona.

The Challenges:

SCF Arizona had been using a solution built primarily for public sector service organizations. Many HR processes were conducted partially or completely by hand using paper forms, spreadsheets, interdepartmental mail, and filing cabinets.

The selection team began to search for a new comprehensive HRMS solution that would improve organizational effectiveness.

The Solution:

After an extensive selection process, SCF Arizona chose Ultimate Software's UltiPro delivered with SaaS delivery.

Now the company is experiencing a range of benefits since activating UltiPro's end-to-end functionality, including UltiPro's recruitment and Web self-service.

"UltiPro has helped us achieve numerous efficiencies in the way we provide services to our business. It has enabled us to give our employees and leaders the information they need to make critical personnel and operating decisions," said Tom Spencer, senior HRMS analyst and project manager for SCF Arizona.

"In addition to UltiPro's rich functionality, SaaS was a key differentiator in our selection, and we have been very pleased with this cloud delivery," said Spencer.

Ultimate Software's SaaS delivery for UltiPro is a cost-effective, pay-as-you-go subscription model—paid per-employee-per-month. A company can eliminate the substantial costs related to hardware, updates, maintenance, and technical support.

Plus companies can access all of UltiPro's feature sets in one solution—24-7 from anywhere with an Internet connection.



The Customer

SCF Arizona

Industry

Insurance

Number of Employees

600

Key Benefits

- Automates processes and increases effectiveness of HR
- Maximizes capabilities for talent acquisition
- Achieves considerable soft- and hard-cost savings

Another critical advantage for SCF Arizona is UltiPro's feature for talent acquisition. Rather than using a manual process, applicants now can use Web functionality to quickly apply for positions.

"It used to take two to three weeks from the time a manager submitted a paper requisition until the position was posted," said Spencer.

"We can have the position moved through approvals and on the job boards within a day. Our time-to-hire has definitely improved with UltiPro."

With Web-based features to streamline processes, SCF Arizona has been able to re-direct HR staff to more strategic roles because employees and managers can view, update, or have access workforce information without requiring assistance from HR associates.

Employees can manage a range of activities online, such as adding a beneficiary, changing their home address, or creating and tracking their performance benchmarks. Managers can easily view their employee's data, run reports, and manage timesheets.

Overall SCF Arizona has achieved marked efficiencies by reducing the costs and effort associated with paper, expediting HR processes, and reducing manual efforts when entering data from forms.

With UltiPro's capabilities for enterprise integration, the HR team can pass information to medical, dental, and financial vendors without re-keying information.

"UltiPro is providing huge savings for us in both hard and soft costs. Previously, we manually entered data for approximately 20 benefit vendors, but now we can transfer that information electronically," said Spencer.

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Senior HRMS Analyst and Project Manager
SCF Arizona

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