

Kinark chose HRWARE to implement an End-to-end integrated HR solution



Business Issues:

Kinark has long recognized that its employees and processes are integral to the success of the organization and the achievement of the Agency's strategic goals. Kinark has been facing several HR business issues that they needed to solve:

- Inefficient HR functions
- Reporting is manual
- Recruitment and on-boarding processes are manual and lack visibility
- Current system is limited in visibility, flexibility, control and constrain future operations and growth
- Employees do not have easy access to their personal information

Success Factors:

In order to ensure that all levels of the organization have access to the current information and data analysis to inform both operational and strategic decisions, the HR Services and IT Teams developed an HR Business Information Model whose purpose was to provide credible data and reporting. Kinark outlined the following success factors for a successful HR project:

- End-to-end integrated solution (consolidate Workforce Administration, Recruitment, Performance Management and Benefits, information into a single solution)
- Interface with current payroll system, time and attendance and other business applications
- Delivery of extensive reporting capability across all functionalities and modules
- Offer the flexibility of a Hosted and/or a On-Premise solution
- Partner with a company who they could trust to deliver on promises to meet needs

Solution Benefits:

Kinark selected HRWARE to implement a comprehensive suite of products to help meet their business objectives. This integrated solution will deliver the following benefits to Kinark:

- Reduce manual/tedious HR processes
- Provides accurate data to support workforce decisions well into the future
- Give managers and employees access to their personal information
- Automation of recruitment and on boarding processes
- System's technology is flexible to grow

Reason for Choosing HRWARE:

HRWARE was able to provide a superior all-in-one integrated solution to manage all of Kinark's needs. Kinark felt confident that HRWARE's processes and in-house experts were able to meet their requirements and realize the project goal of streamlining their HR business processes.

The Client:

Kinark Child and Family Services

Kinark Child and Family Services (Kinark) is the largest accredited children's mental health organization in Ontario. Kinark's 820 employees provide professional help to over 10,000 children, youth, and families in Ontario every year across 9 locations. Kinark offers an extensive range of programs for children and youth diagnosed with autism, plus intensive treatment and support to youth in conflict with the law.

www.kinark.on.ca

Location:

Markham, Ontario, Canada

Industry:

Healthcare

Number of Employees:

820 Employees

Number of Locations:

9

The Solution:

HRW@RE Foundation, HRW@RE Payroll, HRW@RE Recruitment, Employee / Manager Self Service, Benefits Administration, Performance Management

Testimonials:

"We look forward to working with HRWARE to assist us in our HR Transformation Project. HR Transformation will redefine the way we do business. All of our processes will be reviewed based upon current best practices. Along with the installation of this new HRIS system, this project will enable us to become more efficient and effective in support of our most valued resource, our employees."

- Kinark

HRWARE is changing the way Canadian organizations compete in the global business arena. For more on what HRWARE can offer you, visit us at www.hrware.com, call (905) 840-2521 or email:

mypartner@hrware.com

