

Integration Reduces Time and Reduces Resources Required for Complex Reporting

Challenge History

Cultural Resource Analysts, Inc. (CRA) had experienced a lot of growth in their 38-year history and needed a Human Capital Management (HCM) solution that could keep pace with company progress. Their outdated system required several 'work arounds' to create the specialized reporting needed for their business. This process was inefficient and required a lot of time and resources.

They also wanted a new onboarding process to replace their current manual one which was slowing down CRA's ability to keep up with the company's hiring demands.

Additionally, CRA wanted all their data to be in one place rather than patching various systems together. This led them to begin evaluating an HCM solution that would seamlessly integrate with their Sage Intacct ERP, which they were in the process of implementing.

"The integration between Workforce Go! HCM and Sage Intacct has been incredible. From integration to go-live, both continue to exceed our expectations."

Why Cultural Resources Analysts, Inc. Chose Workforce Go!

CRA was initially seeking a new accounting software and settled on Sage Intacct. They first learned about Workforce Go! at Advantage, a Sage Software user conference focused on Sage Intacct clients. It was here that they were introduced to a number of Workforce Go! users who raved about Workforce Go! HCM and learned about its ability to seamlessly integrate with Sage Intacct bidirectionally in real-time.

"We ultimately selected Workforce Go! because during our demonstration we learned that we would be able to eliminate a total of 18 HR-related spreadsheets."

Employee demographic information, onboarding, training, certifications, assets, performance evaluations, recruitment, applicant tracking, payroll, benefits enrollment, electronic file feeds to carriers, and time and labor management are features that are all included within the Workforce Go! HCM platform.

Adding on the Recruitment Module allows CRA to be compliant in job posting requirements and applicant flow tracking and quickly transitioning a candidate to an employee. Furthermore, opening the recruitment module to those that make the hiring selections has proven to be what CRA needed to make better hiring decisions. The hiring managers no longer had to wait for one person to filter through thousands of resumes and then forward what that person may think is relevant. Hiring managers can review candidates at any time and move them through the hiring process more efficiently and quickly.

"Our employees loved it (Performance Module) and felt they could complete the process more efficiently than in previous years."

Workforce Go! offers a cloud-based human capital management solution!



- **Industries**
Consulting
- **Organization Size**
Mid-sized
- **Bridgette Robinson**
Director Human Resources

Improvements with Workforce Go! and Sage Intacct

- Eliminated one position previously required for reporting
- Created check lists with ease and speed
- Reduced payroll expenses
- Streamlined reporting by eliminating at least 18 different spreadsheets
- Speedier information retrieval due to 24/7 access from any location within the cloud
- Ability to do different and deeper analytics than before

“The custom dashboards are wonderful, and our employees have said they have never been happier with software. It is a truly comprehensive software, and the implementation team is amazing.”

An Unexpected Benefit

The main benefits, CRA found, are the fast and efficient onboarding process, the ability to create a checklist with easy-to-customize forms that can be completed and stored electronically rather than emailed back and forth, creating cyber risks.

“Other unexpected benefits included access to all kinds of specialized reports that are easy to create on the fly and the learning/self-help resources available that aid in utilizing the software to its fullest potential.”

How the Workforce Go! HCM Integration to Sage Intacct Transformed the Organization

CRA found that corporate reporting is much more fine-tuned and more useful, enabling customized reporting to aid financial projections that previously were not achievable.

Cultural Resource Analysts, Inc. is a full-service cultural resource consulting firm providing professional insight and expertise in developing strategies designed to meet cultural resource and historic preservation needs.

