Align your people strategy to your business strategy

ADP Vantage HCM®

ADP

HCM technology + human insight for real business results

Cultivating a workforce that can truly transform and grow your business requires your attention to strategy, employee engagement and bringing new insights to the table. With ADP Vantage HCM®, you'll get powerful technology and expertise that helps you focus on your vision and protect your people and data while simplifying administration, managing costs and minimizing risk – which translates into big wins for you and your organization.

The foundation of your organization is your people. With ADP Vantage, you can get started on a successful workforce strategy to connect your people to the work they do for extraordinary results and business agility. Take advantage of smart, secure tools to harness more than 30 million people records and help guide you to the best decisions for your workforce. See how ADP works with you through each stage of the employee life cycle.

Acquire

Recruit the right talent

Elevate your employment brand and attract rock star candidates. Start with ADP's market-leading mobile and interactive hiring process across your social platforms. Equip hiring managers with compliance support and intuitive dashboards that provide visibility on progress and automate processes for speed-to-hire.

Did you know?
More than two-thirds of multinational companies see talent acquisition and tracking as the workforce management strategy with the greatest impact.[1]

Verify employment and income requests automatically

As an employer, your prospective candidates and employees initiate processes that require you to respond to outside employment and income verification requests. Help close the compliance gap by automating the process, reducing risk and avoiding costs to verify income and employment. With the ADP Smart Compliance® Employment Verification module,* you have access to a completely automated system for handling employment and income verifications online, at no charge to you.
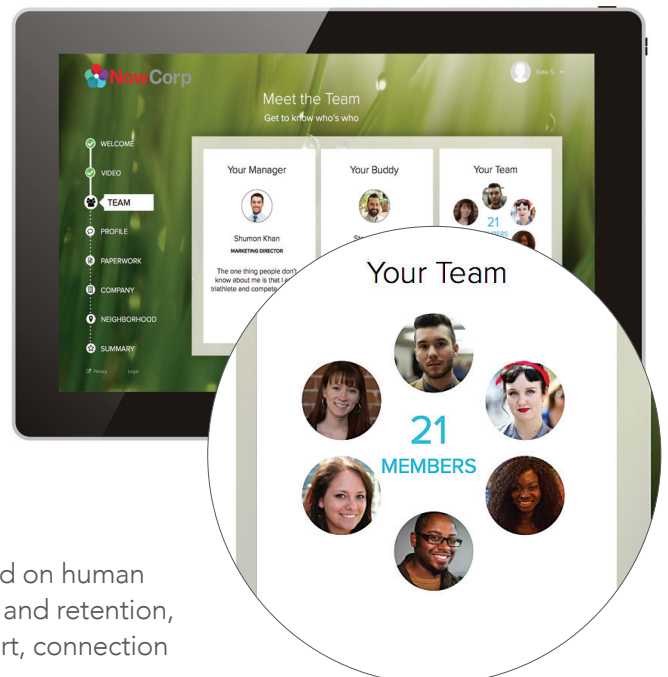
Did you know?
ADP performs millions of pre-employment screens in more than 170 countries per year.

Engage your people early

Create a structured, digital onboarding process focused on your employees' needs. During onboarding, ensure your new talent gets a fast start. Share your one-of-a-kind culture with your new hires before their first day to help build connections with their team and their new workplace. Automate the paperwork process to reduce risk and enrich the onboarding experience for your new employees, their manager and your HR staff. This simple, smooth and engaging process will help to slingshot your new hires into engagement, productivity and performance.

Did you know?
A structured, digital onboarding process focused on human needs and outcomes drives loyalty, productivity and retention, and facilitates the "3 C's" of onboarding: comfort, connection and culture.[2]

Manage

Magnify a smart workforce

Organize, direct and manage your people more effectively. With help from ADP, reimagine how efficiently you can optimize your structure, skills and success of your workforce to achieve big business objectives.

- Set goals and create career paths for your people.

- Ensure they are armed with the right pay, the right benefits and the right resources, with intuitive and connected systems to help you keep your eye on the big picture while you power your talent strategy.

- Bolster succession planning by strengthening employees for current and future opportunities through competency assessments, proactive learning and skills development.

Drive a mobile workforce

Offer your managers and employees direct access to most of ADP Vantage's features with ADP's market-leading mobile app – ADP Mobile Solutions. The mobile app offers core features like clocking in and out, checking pay and tax statements and reviewing 401(k) contributions and account performance. Check out additional features such as offline clocking, team profile view and drill down, and setting up direct deposit using mobile image capture. Exciting new capabilities are added on a monthly basis to empower employees and managers to self-serve for their HR needs – anytime, anywhere.
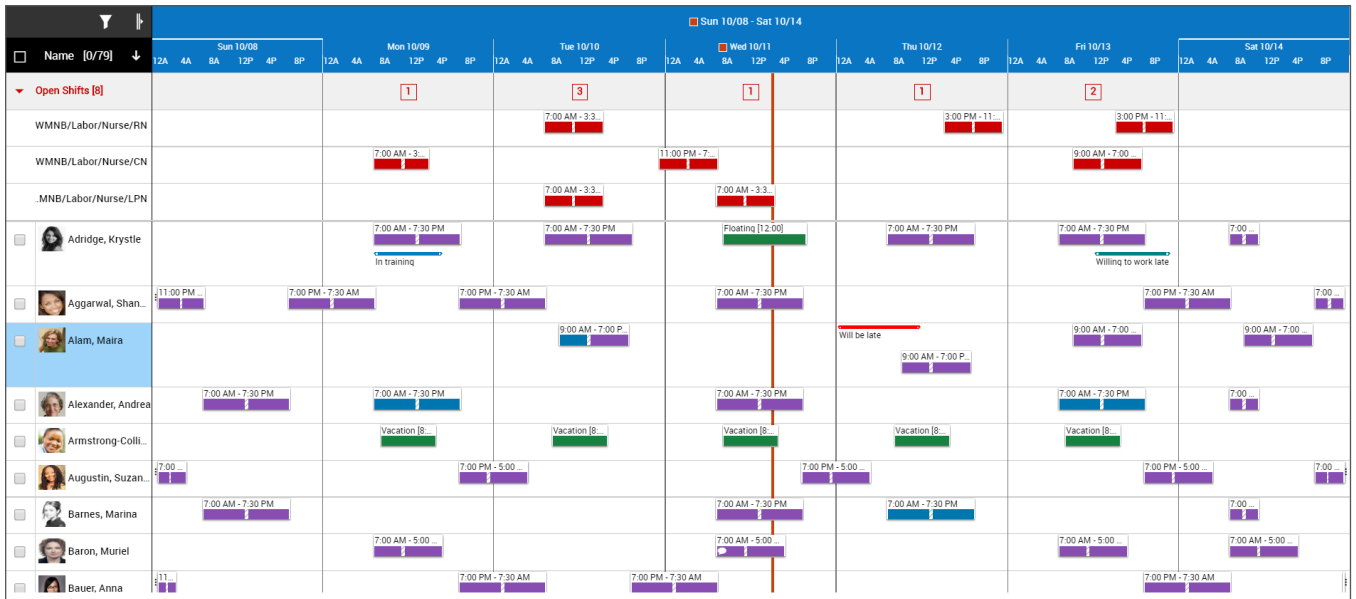
Did you know?
ADP's mobile app is used by 15 million users, and counting.[3]
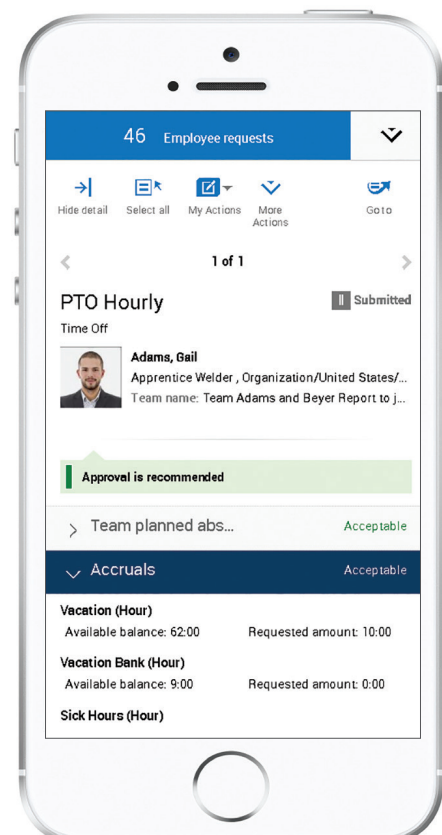
Optimize your workforce

Ensure that the right people are in the right place at the right time with powerful employee scheduling tools for managers. Align the availability of workers to the demands of your business, minimize under- and over-staffing and boost worker productivity and engagement by matching employee skills, preferences and availability to your needs.

Did you know?
ADP helps to protect more than 10 million worker schedules.

Control hours, absences and costs

Track employee attendance, absences and leave, and monitor worked hours in real time. Gain visibility into overtime and absences, so you can continually improve, and effectively manage schedules and labor costs. Simplify compliance by allowing the system to apply work and pay rules, govern processes and more accurately calculate hours and feed information to payroll.

Did you know?
ADP offers timeclock, desktop, mobile and offline time collection methods.

Be confident in your compliance

With increased regulatory complications, mounting digital security threats and a diverse list of employee needs, you have enough on your plate. Automate compliance processes and reporting that align to the regulatory environment so you can spend less time worrying about non-compliance or litigation and more time on strategic initiatives. Get support from our compliance specialists and receive alerts on legislative changes that can impact your organization.

Did you know?
ADP processed nearly 61 million W-2s in 2017 within the U.S.

Activate

Turn natural talent into extraordinary performance

Go beyond simply having talented people and help your workforce achieve its full potential. Built for team leaders and team members, leverage tools to help you laser target and tailor to each person you have to drive measureable results.
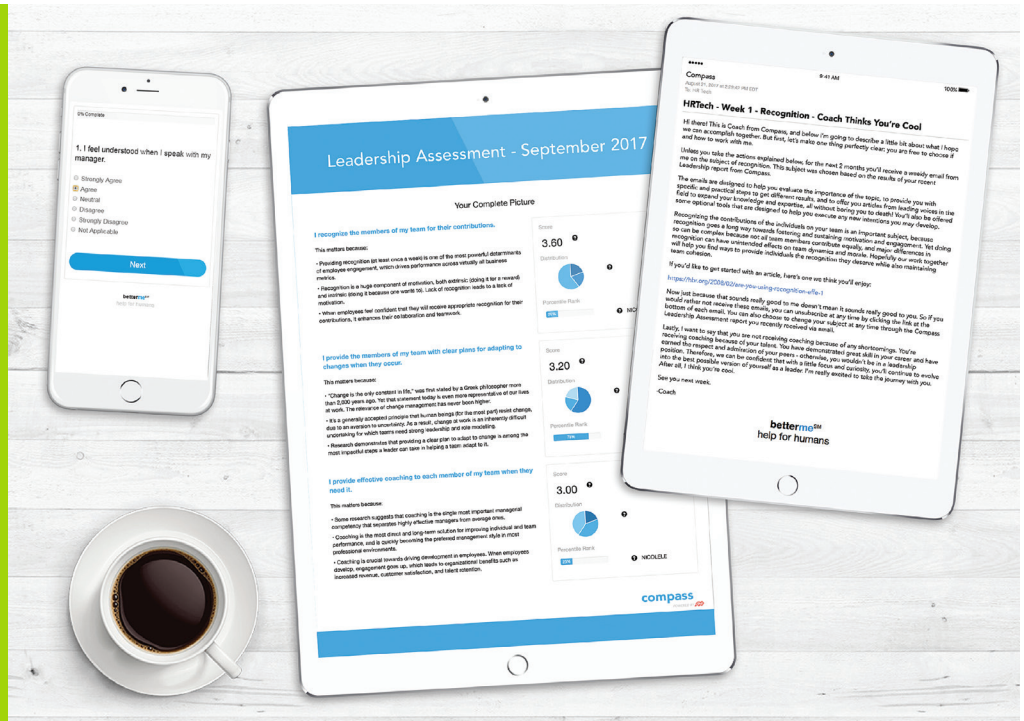
Empower your leaders and teams

Help your leaders and teams grow with the award-winning solution, Compass℠ powered by ADP.* From a total of 16 minutes of development, you can start to see the potential for increased productivity, performance and retention. This diagnostic and learning tool focuses on boosting leadership and collaboration behaviors to create a more productive organization. Introduce a better path for building better teams and leaders to your workforce today.

Did you know?
Compass delivered 10% improvement in leadership behaviors within three months.

Create more teams like your best teams

StandOut, powered by ADP,* builds on the practices of the world's best team leaders to create new levels of engagement and performance. With a strengths-based approach, you can use StandOut to help your leaders activate the talent within their teams. Supported by critical insights and data, this tool will help you to turn talent into better employee performance and higher per-person productivity.

Did you know?
StandOut has proven to increase employee engagement 120% in 12 months.

Retain

Pay your people

Experience payroll and taxes made easier than ever before. Provide flexible payroll options plus anytime, anywhere access. Gain insights across your labor expenses and minimize mistakes with automated employment tax, wage garnishments, unemployment claims and health care requirements.

Did you know?
ADP pays 1 in 6 Americans and 1 in 3 Canadians. ADP has paid 39 million people worldwide.

Simplify benefits for everyone

Provide a retail-like experience, across desktop and mobile, to help your employees make cost-effective choices for themselves and their families. Gain critical insights into the engagement of your employees and benchmark against other companies. For the Affordable Care Act (ACA), get quick and easy reporting, and tap into dedicated expertise to stay on top of legislative changes and compliance.

Did you know?
ADP processes nearly 20 million benefits records.[4]

Analytics and Benchmarking

Make better business decisions with deeper insights into your workforce, powered by ADP® DataCloud, a powerful and intelligent set of data analysis tools designed to help HR professionals measure, compare, predict and apply insights uncovered from ADP workforce data. From suggesting relevant metrics and reports, to proactively spotting potential attrition, it gives you unparalleled ability to put data to work to help you move your organization forward.
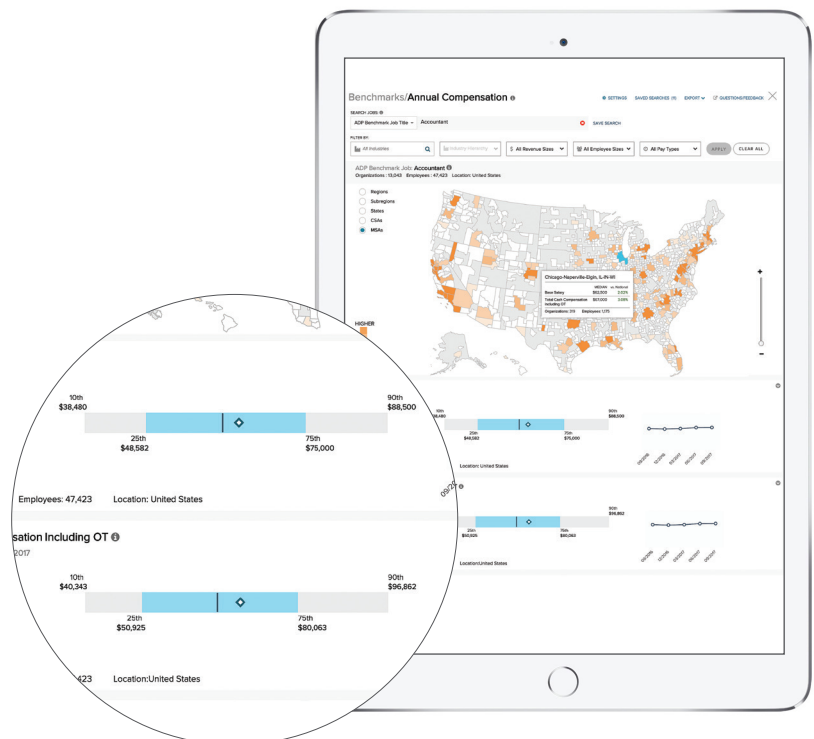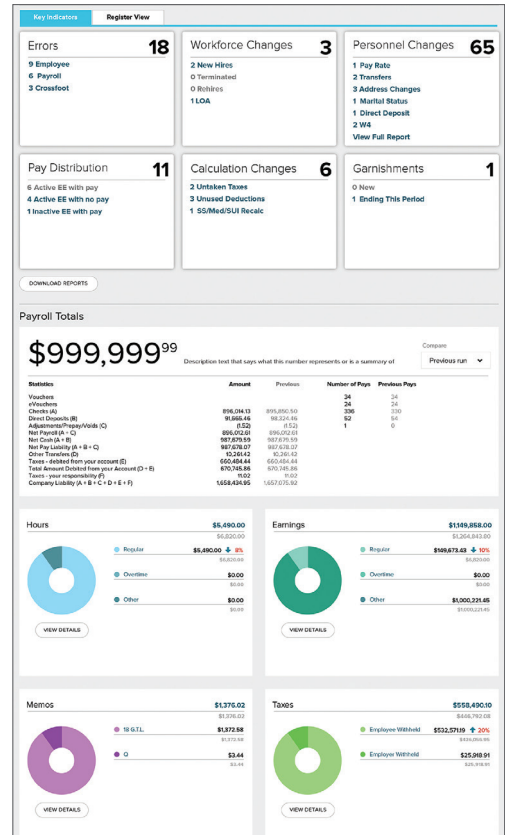
Reporting and Analytics

Embedded Insights

Access your analytics, benchmarks and reports presented contextually within your platform. You'll get up-to-date, easily accessible data that delivers critical workforce and business insight into your daily workflow. See which managers have high turnover on their teams, benchmarked against company averages, and take steps to address the issue.

Market and People Insights

Turnover Probability Explorer

With the Turnover Probability Explorer, you can take advantage of ADP's big data to help you identify the likelihood of future voluntary turnover. By seeing and understanding key factors that may contribute to your top talent looking for other opportunities, you can minimize guesswork, identify employees likely to leave and develop retention strategies to keep your key people.
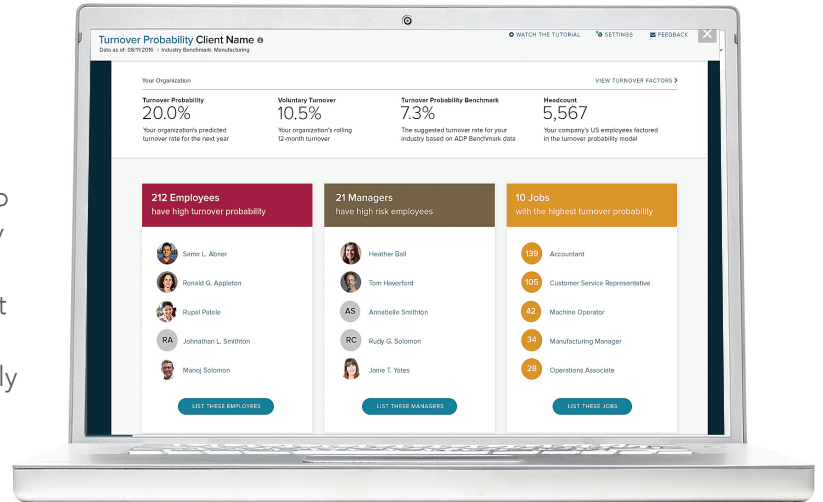
Did you know?

ADP can help you understand the drivers of anticipated turnover based on employee historical data from millions of employee records from ADP clients.[3]
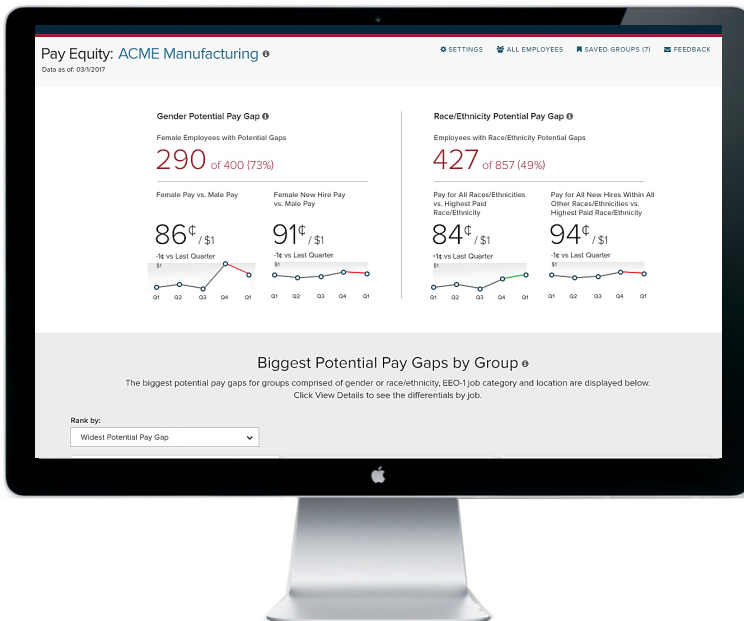
Pay Equity Explorer

Know where potential pay gaps exist and consider where to make compensation adjustments that are not only equitable, but market competitive as well. See how your compensation for a particular job stacks up against others. Get decision-quality data you can trust.

Did you know?

55% of men and 81% of women say they wouldn't apply for a job at an organization with gender pay gaps.[5]

People Insights Advisor

ADP's Professional Services People Insights team partners with you to harness the potential of your data and help drive successful business outcomes. Determine how your data aligns to your organizational goals and start to see how your data can be more useful to you. The People Insights team will help you to address business issues that need your attention, such as high turnover, and assess your readiness for an HR analytics program. Get education and training to help you make data-driven decisions and maximize the impact of your HR analytics.

Data Exchange

Obtain deeper workforce insights that combine business and HCM data, all from within your ADP system. Take advantage of a flexible approach that allows any type of data to be brought into your ADP HCM system and that utilizes our robust reporting tool, improving the speed and ease at which insights can be applied to your organization.

What is Data Exchange?

Data Exchange enables you to upload additional data to use in your reports. Once you create a template for a data set, you can keep the content up to date by uploading the latest version here. The updated data will be reflected in any reports that include this data.

YOUR DATA

Export the data that you want to use in your reports, making sure at least one field in your source data matches an ADP field.

YOUR DATA → **ADP DATA**

Import your data into a new Data Exchange template, confirm the data types for your imported fields, and join at least one field to a field in ADP DataCloud.

YOUR REPORT

Use fields from your imported data along with ADP fields to create and run reports and charts for data analyzation.

CLOSE

Check out the ADP Engagement Meter and uncover what matters most to your employees. Get key factors to help you effectively manage, engage and retain your talent at www.adp.com/engagementmeter.

Align

Expert Support

ADP Strategic Advisory Services focuses on client success

As an ADP Vantage HCM client, you can have access to a team of strategic advisors to help navigate today's business environment. ADP's HCM Strategic Advisory Services team partners with you to develop your HCM strategy and provide data-driven insights and best practices on a wide range of issues including service delivery, compliance and regulatory affairs, HR performance, talent strategy, change management and communications. You benefit from actionable recommendations and support throughout implementation and beyond.

ADP Vantage HCM + The Hackett Group deliver world-class results

Before you can think about transformation, building and executing an effective HCM strategy requires a clear vision for where your business currently stands on its journey to being a world-class organization. ADP's partnership with The Hackett Group delivers an ADP Vantage HCM Best Practice Program that allows you to utilize a comprehensive database of performance metrics, best practices and proprietary tools and guides to help drive better decision making and achieve the full potential of your HCM strategy.

ADP Marketplace

Explore HR apps from ADP and ADP partners to extend the value of your current HCM solution. These best-in-class apps integrate with your ADP system and allow you to further customize your offering, manage your people better and help you enhance data-sharing capabilities.

To learn more, visit adp.com or contact us at 1-800-225-5237

About ADP

Powerful technology plus a human touch. Companies of all types and sizes around the world rely on ADP's cloud software and expert insights to help unlock the potential of their people. HR. Talent. Benefits. Payroll. Compliance. Working together to build a better workforce. For more information, visit ADP.com.