




An integrated workforce management solution drives innovation

Quick facts

 **Company:** Education Affiliates

 **Industry:** Educational programs

 **Employees:** Over 2,800 in 32 states

 **Headquarters:** Baltimore, Maryland



Steve Budosh
Chief Financial Officer



Lydia Chodnicki
Director of Payroll

Learn more about Education Affiliates
at edaff.com

With 38 campuses in 17 states, Education Affiliates offers post-secondary education in nursing, dental, healthcare, skilled trades and commercial driving. Education Affiliates seeks to enhance the value delivered to both students and potential employers by focusing on educational outcomes and career placement, employing dynamic, experienced professionals as faculty, and investing in facilities, new programs and curriculum development.

Founded in 2004, Education Affiliates experienced both organic growth and growth through acquisitions. As a result of the acquisitions, they had disparate systems managing over 2,800 employees. They needed a better, comprehensive solution. An ADP client since 2012, Education Affiliates was a pilot partner for ADP Vantage HCM® as part of a unified HCM platform. Recently, they implemented ADP Workforce Manager for time tracking and scheduling because of its improved user experience and extensive mobile capabilities, but they still enjoy the same unified Vantage HCM experience.

Chief Financial Officer, Steve Budosh, and Director of Payroll, Lydia Chodnicki, share how ADP's ongoing commitment to innovation and customer service help ensure a competitive edge for Education Affiliates.

The value of a single, integrated solution

Steve: Prior to ADP, we had approximately 10 different systems, many of which were paper-based, and it just did not provide me the real-time data I needed to run the company. ▶



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I was dealing with complex issues day in and day out. With the volume of paper, data wasn't available, and it made running the business a challenge. Now with ADP, I have the confidence, I'm hiring at the right time, my employees are being paid at the right amount, and I have full control over my costs.

The importance of self-service and mobile access

Lydia: Time is the piece that employees touch every day, so it's really important to us that it's working well and that it's user-friendly for the employees. With Workforce Manager, practitioners and managers like that employees can manage their own information. In the past, when employees needed information, their practitioner or manager would have to stop what they were doing, go to a computer and print out information for them. It was a lot of paperwork and was very time consuming.

Steve: Workforce Manager gives us significant granularity into the amount of time that our professors are spending in the classroom or tutoring, and that helps us determine best practices within the company for the delivery of a product. With ADP, I can pull information in a matter of minutes, enhancing the management team's ability to respond to the market and helping us make the right business decisions almost immediately.

Lydia: Now with MyADP and ADP Mobile, employees like that they can get and update all their information themselves. It's really freed up a lot of time for our managers and practitioners to focus on other things. With the mobile app, employees can pull up their pay statements and W-2s and see their PTO balance any time. If they need to call in sick or something is happening that was unexpected, they can look up their PTO balance and put a request in for that day, from home. Managers like it because they get notified on their mobile device and can approve the request right away.

Collaboration is key to a successful implementation

Steve: When we chose ADP and began our implementation, they were very professional and helpful in listening to our needs and providing solutions. They took very seriously my input and the input of others at our corporate facility, but also a number of users out in the field that would be using this information on a day-in and day-out basis. They were very careful to be sure they were designing a system that met our needs and not having us retrofit ourselves into a system that may not be the best for our company.

We were able to implement the system in the right way, at the right time and that consistency from the first day of implementation has been significant. We saved a quarter of a million or more in the first year just from having an efficient HR system that was tracking the entire employee lifecycle. ▶

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Steve Budosh
Chief Financial Officer

Lydia: We were a pilot partner for Vantage HCM® and it was a very positive experience. ADP really tries to understand our needs on an ongoing basis. They are always working to understand where our future is going, what's coming down the road a year or two from now and helping us plan for those things.

Before implementation, ADP met with all the different departments that would be involved in the implementation. We had accounting, HR, IT, payroll and time all together, and ADP talked with us to find out what our needs were, what we wanted, what our pain points were and what we wanted to avoid. In the past, if HR wanted to change something, they would go ahead and change it, not realizing how it affected the general ledger, or what needed to be done from an IT perspective. With ADP, we went through the process from beginning to end to see how it would flow through the different departments. With everyone together, we could talk through all those items before they became an issue.

I've done implementations with other vendors where we'd fill out a bunch of forms and then they pretty much just set you up with a system without talking to you, so this was a great implementation, probably the best one I've ever done.

ADP helps ensure compliance

Steve: Regulatory compliance is one of the top priorities for our company, and we rely on ADP to help us with that compliance and the appropriate systems to support it. ADP is very proactive at keeping our company up to date on pending legislation or legislation that's been passed that's going to have an impact to our company at some point in time. They offer us an entire analysis of the workplace from a legislative and regulatory standpoint and advise us on current trends, legislation and any other facet of the business that we should be aware of.

ADP innovation drives Education Affiliates forward

Steve: Education Affiliates is in a very competitive environment, and we continually need to streamline our operations and be efficient in the cost of those operations. ADP gives our company a very competitive edge, not only with its systems to hire employees and have their approvals work through our organization, but also from a record keeping and cost control standpoint. They provide all the checks and balances that we need to continue to make us a strong organization.

What I like about ADP is that they are constantly working with us, not just with our practitioners in the field, but myself and others at our corporate office, to analyze our needs and suggest other means that they can provide to help streamline our business and make us more efficient.

ADP has been an amazing partner for us and has always brought us great solutions. For example, they came to us with Workforce Manager and we were ►

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one of their partners in testing and implementing the product. With the new Workforce Manager platform, I have seen a number of enhancements that will just make it easier and more efficient for our employees in the field to input their payroll information, and for control at the corporate level. Our staff at our 40 institutions throughout the country will spend less time on managing payroll and more time in the classroom delivering the high-quality education we give to our students.

Lydia: ADP brings us new solutions, so we can innovate. It truly is a partnership. We find that with anything we've implemented or changes we've made, they're right there with us making sure it's successful. ADP won't let us fail.

A true partner for the long haul

Steve: With ADP, I have peace of mind because now I have the confidence that the information I see on a daily basis is accurate, and I'm making the right business decisions with that data. I rely on their expertise in running my business. I've been very satisfied with ADP, and I look forward to a long-lasting relationship.

For more about ADP's enterprise solutions, visit adp.com/enterprise



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