



Shaping innovation — Enhancing training and teeing up efficiencies with ADP®



Sabrina Pesce
Human Resources Manager
Modineer Group



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Payroll Specialist
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Modineer Group, located in Niles, Michigan, is a leader in the steel industry. From fabrication to welding and beyond, their breadth of capabilities and specialized equipment allow for custom parts manufacturing with quality steel, aluminum or stainless steel.

Sabrina Pesce, human resources manager, and Michelle Thompson, payroll specialist, are at the forefront of Modineer's HR and payroll operations. Both are integral in supporting the company and employees through managing payroll and assisting with employee growth and development. By partnering with ADP, Modineer Group has magnified its operational efficiencies and taken employee training and development to the next level

Business challenges

- Complying with and measuring employee training programs created undue work for HR staff
- Lack of integration made tracking training across multiple platforms nearly impossible
- Employee training and payroll inefficiencies resulted in gaps and processing errors

With ADP Workforce Now® Essential Learning and Premium Learning Content, Pesce and Thompson have introduced a cloud based learning management system (LMS) that takes the Modineer Group's training program from reactive to proactive. And now that they're ahead on required compliance training and have also streamlined their payroll processes, their attention is focused on what's most important - improving employee engagement.

Enhancing compliance and empowering employees

Implementing ADP's LMS marked a major shift for Pesce and the HR team at Modineer. Before, they were in a constant state of "catch-up," scrambling to ensure managers and employees received mandatory training. Now that certification updates and completions are tracked in their integrated LMS, the administrative function of monitoring compliance is the last thing on anyone's mind. The team is now focused on developing training to enhance Modineer's employee career pathing.

"Before it felt like we were always lagging behind," says Pesce. "Now, we are so far ahead. Our biggest focus is to create training pathways for employees who want to grow through self-study."

Quick Facts



Company:
Modineer Group



Headquarters:
Niles, Michigan



Industry:
Manufacturing



Employees:
1,300



ADP Products:
ADP Workforce Now®
ADP® Learning Management System



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Accessibility and ease of tracking

What started as a rollout of a supervisor training program has grown to become a library of expanded trainings — more than 70 thousand modules — all available to Modineer's 1,300 employees. When employees came to HR asking when they could take the training modules their managers had been talking about, Pesce and her team saw an opportunity to expand their entire workforce's skill set.

"We purchased tablets for each of our facilities so employees could take classes too," she says. "And when a Modineer-specific module is ready, we can upload it on our own."

Since the LMS is fully integrated with ADP Workforce Now, tracking which training modules employees have taken is easy. "There are no uploads required," says Pesce, "Everything's connected. Once employees complete a training module, it's linked to their profiles. It's seamless."

Maximized ROI for a team of one

Thompson is Modineer's "Payroll Team of One". She knows efficiency is the only way to ensure 1,300 people get paid every single week. She credits ADP for helping streamline payroll workflows so that manual tasks no longer bog her down, ensuring everyone is paid accurately and on time.

"The user-friendly tools ADP has given us make it easy for me as an administrator," says Thompson. "Everything I need is right there in one system, which helps contribute to our 98% plus pay accuracy rate each week. It's truly given HR a gold star!"

Self-service at employee's fingertips

Using the ADP employee portal or the ADP mobile app, employees now have self-service access to their profiles. Thompson believes this helps contribute to their high pay accuracy rates and saves her an extensive amount of time that used to be spent updating employee profiles.

"The fact that every single one of our 1,300 employees can go into their profile at any time and make changes to their tax withholdings or direct deposit or view their pay statements or timecards is a huge return on investment for us," says Thompson.

Building a future-ready workforce

With streamlined payroll processing and an LMS that accommodates Modineer's unique company needs, the HR and payroll team is geared up to help take their workforce and company success to the next level. "ADP has helped elevate our HR department," says Pesce. "We aren't stopping at compliance training — we're setting our people up for personal and professional growth now."

And with consistent payroll and compliance support from their ADP team, Thompson and Pesce rest easy knowing that ADP is going to help guide them through any challenges that arise in the future. Thompson says, "ADP has gone above and beyond for our organization. We can't recommend them enough."



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