



Out-of-this-world talent insights enhance recruiting and decision-making processes



Mallory Scothern
Human Resources Generalist
Moxtek

Located in Orem, Utah, Moxtek is a leading supplier of advanced nano-optical and x-ray components. Since 1986, Moxtek's employees and their innovations have played a vital role in space exploration, starting with the first Mars Rover landing and continuing on with each subsequent mission.

It wasn't long after joining Moxtek's human resources team, that Mallory Scothern, a 20 year accounting professional, noticed her new employer was more focused on exploring the stars than managing payroll and HR. But that all changed when Scothern began using ADP Workforce Now®, and one of it's most powerful payroll and HR data analytics tools, ADP DataCloud, which helped Moxtek make an impact both on this planet and beyond.

Business challenges

- Reporting was being underutilized
- Lack of relevant job titles and engaging job descriptions hindered hiring
- Waiting for third- party data on salary benchmarks was slow and did not instill confidence

"We essentially took a step back so I could really dig in and show all of ADP's capabilities and how to utilize them to their fullest potential. Now, we have great reports and data and that has helped tremendously when it comes to hiring and forecasting. We've also saved the company money by leaning into what we already had instead of replacing it."

A single platform makes HR details the star

With everything centrally located in a single platform, payroll, time and attendance, recruitment and HR data are tied together in one easy-to-access place.

Scothern finds Workforce Now's data and reporting modules particularly useful, often generating labor reports via the enhanced insights module, which she shares with Moxtek's production team. Areas of high productivity as well as underperforming projects can be presented in a clean and understandable format via charts and tables. She particularly appreciates that delivering these reports doesn't require programming or design skills, making these insights easy to present by anyone on the team.

Quick Facts



Company:
Moxtek



Headquarters:
Orem, Utah



Industry:
Manufacturing



Employees:
260



ADP Products:
ADP Workforce Now®
ADP DataCloud



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This collaboration between HR and production has led to cost savings along the way.

"Thanks to the data insights we've gained, we were able to identify cost savings that not only covered the expense of our ADP investment, but also the entire salary of our HR team. What a massive ROI!"

Recruitment success skyrockets

Moxtek had been searching to fill an open "Production Planner" role for six months with little success. Once Scothern leveraged Workforce Now's talent market insights feature, she determined that other companies often referred to this role as a "Production Expeditor." With this information in hand, and an updated job description peppered with the relevant keywords she discovered in her research, she began recruiting for this role again and was able to fill the position within two weeks.

"My team's credibility has skyrocketed. We're marketing Moxtek to attract top talent, so our job descriptions need to pop. I look at keywords across job descriptions and working alongside our hiring managers finely tune ours to attract the best and the brightest."

What's more, due to their successful track record, Moxtek's HR team is consistently sought out for their HR insights. And now, because of ADP's reporting capabilities, their leadership team are witnessing how HR can have a deep impact and reach every corner of the company.

Achieving talent and DEI goals

Moxtek's parent company places a strong emphasis on Diversity, Equity, and Inclusion (DEI) and has set high standards for itself, and any company under their umbrella. Moxtek closely monitors its progress towards DEI goals, and using the talent market insights feature Scothern generates a monthly DEI report with just one click.

The talent market insights feature has been instrumental in helping HR develop a writing guide. By utilizing job role titles and descriptions from ADP, Scothern and her team audit and update lists of job titles and descriptions, making sure departments use appropriate terminology to attract top talent for Moxtek.

"The ADP talent market insights feature has been a game changer – it assists us in ensuring we're competitive and retaining our people to the best of our ability. We tend to promote from within, so when employees transfer into a new role, we must ensure their salary is competitive and has grown with national averages. This is achieved through ADP's salary benchmarking tool and lets us know our employees are being fairly compensated."

Recommending an out-of-this-world HR platform

Scothern's decision to stick with ADP has paid off, and she recognizes the benefits of collaborating with a reliable partner that has the most trusted data available.

"I don't have to wait for SHRM data or industry surveys to know what's happening in the jobs landscape. ADP has North America's largest client base, and I can access many of their job statistics in real time. I chose to go with a trusted provider that has the most trusted data."



Thanks to the data we've gained, through ADP DataCloud, HR is approached for our insights, tasked with special projects and has a stronger voice in shaping our organization's future.

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