



A more human resource.®



# Education Affiliates Inc.

## Helping Education Affiliates Streamline Acquisitions into one Centralized System

### The Challenge

Education Affiliates Inc., based out of Baltimore MD, was founded in 2004 with a goal to provide post-secondary education in the healthcare and skilled trades fields.

The company has expanded over the years through numerous acquisitions and organic growth and now has 2,600 employees and 51 locations throughout 17 states across the United States. However, with each of its acquisitions came a new set of challenges. Each addition brought different, independent payroll and HR systems, each one being run separately from Education Affiliate's corporate offices. Meanwhile, all of the recruitment and hiring efforts as well as employee benefits plans were managed at its headquarters, adding to the issue of vital information and data not being housed in one easily-accessible location.

Education Affiliates realized that keeping the numerous different systems in place was unsustainable, risked harming profits and created extra work for their employees. Those working at the corporate level in HR and payroll would have to familiarize themselves with each different system from each location and often have to wait days for data to be transferred to them – if it could even be extracted in the first place. They knew they needed a solution, so they turned to the experts at ADP.

### Quick Facts

**Company:** Education Affiliates Inc.

**Headquarters:** Baltimore, Maryland

**Industry:** Education

**Number of Employees:** 2,600

**Product:** ADP Vantage®

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Learn more about Education Affiliates at [www.edaff.com](http://www.edaff.com)

### The Action

Education Affiliates sought assistance from ADP in 2011, choosing them because the company knew ADP could solve the issue of having decentralized payroll and HR systems for its numerous locations.

To start, Education Affiliates needed to phase out any old or inherited payroll and HR systems and databases. With ADP's help, those databases were replaced by a centralized system that required little training, was quick and easy to use and was customizable and accessible across all of the company's locations. This dramatically reduced costs and administrative burden to the corporate HR team. This solution also gave HR employees much of their time back to concentrate on more strategic initiatives and eliminated the tedious task of training staff to be familiar with the myriad of inherited systems.

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**“With ADP, it's definitely not a client/vendor relationship – it's a partnership.”**

**– Lydia Chodnicki, Director of Payroll  
Education Affiliates**

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As the cornerstone of this process, the ADP Vantage® solution allowed Education Affiliates to eliminate a huge amount of paper waste as well as streamline payroll and HR. And because ADP Vantage offers a mobile platform that hosts the company data, files and reports that used to live just on paper, accessing important information on the go has never been easier.

Education Affiliates was able to improve and simplify recruitment management, benchmarking and reporting feedback and analytics with ADP's Benchmarking module, powered by ADP DataCloud, and speed up the processes of pulling or posting reports and benchmarking throughout the company.

One of the earliest tests for Education Affiliates and its new system was to run an internal audit of all of its payroll processes. The whole process, which previously would have taken days, was completed quickly and painlessly in a matter of hours with the use of ADP's scorecard feature and ADP's provision of analytical aid and expertise.

## The Impact

Education Affiliates, with support and guidance from ADP, has made full use of ADP's Vantage platform and benchmarking module and has completely transformed the HR, payroll, and time and attendance systems. They have also greatly benefited from the ability to pull current

reports and information as it pools and react to any payroll or HR concern rapidly, turning a two day job into a two hour job. The system is now in full effect in all of Education Affiliate's locations and continues to be updated by ADP at the company's request.

ADP continues to assist in staff trainings to help them understand and make the most of the payroll processing cycle, and is always on call to provide assistance and information at short notice should any problems arise.

Costs within the company have significantly decreased, with savings of over \$150,000 being noted within the first year of using ADP Vantage, which has also saved countless hours of labor and helped reduced payroll, HR and insurance issues to virtually none.

With this integrated, automated system from ADP, Education Affiliates no longer has to worry about adopting and incorporating new payroll or HR systems should it make any further acquisitions. Requisition orders and new hires can be approved with the tap of a smartphone. Insurance information can be sourced within seconds rather than wait for email or snail mail, and the system itself has garnered high praise from the company.

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**“In the first year with ADP, the ADP system saved us a couple hundred thousand dollars in various expenses such as oversights, mistakes and inefficiencies.”**

**– Steve Budosh, Chief Financial Officer  
Education Affiliates**

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