



**ELMO**

**Industry Use Case**

# The Manufacturing Sector





## The top 3 challenges for HR leaders in manufacturing

With uncertain economic prospects, a lack of skilled workers, and ever-shifting regulations, Australia's manufacturing sector is under increasing pressure to perform.

While many HR teams are doing remarkably well in this space, there's little doubt that the challenges are mounting and new ways of working will need to be adopted to future-proof manufacturing organisations.

With the continued delivery of high quality manufacturing goods and services in mind, let's look at the top three challenges facing HR teams and what can be done to overcome them.

### 1. Talent shortages and productivity

There's a growing problem in Australia's manufacturing industry - uncertainty of economic prospects, strong international competition, and sparse availability of talent.

When you combine a skilled candidate shortage with a need to be lean and productive, talent acquisition becomes a serious challenge.

The competition for talent can be intense, and this challenge has been exacerbated by an aging workforce and fewer skilled workers to plug these gaps and ensure the delivery of high quality manufacturing outputs. There's also a pressing need to get new hires up to speed as quickly as possible.

For HR professionals in manufacturing, particularly those in talent acquisition, it means you need to be able to:

- Offer efficient recruitment and onboarding processes
- Create a wide talent pool through passive recruitment
- Get new hires up to speed quickly
- Provide well oiled workflows and efficient technology.

## 2. Staff management, visibility, and retention

Once you've landed a skilled worker and successfully onboarded them, the work continues to manage them. There is a particularly pertinent staffing issue in manufacturing that requires HR teams to have full visibility over their staff to ensure quality output while avoiding turnover.

When you're reliant on manual processes, spreadsheets, and disparate systems, you lack visibility over your HR framework and employee management and visibility can easily slip.

Without competent solutions, turnover increases, and it becomes difficult to track things like employee learning, rostering, and performance.

This means that HR professionals in manufacturing should be on a mission to:

- Centralise employee data for full visibility and data accuracy
- Make recruitment and onboarding as efficient and painless as possible
- Provide solid rostering and self service options
- Maintain engagement with performance feedback and visibility.

## 3. Compliance and skill development

The manufacturing industry is in constant flux. There are always new regulations and compliance needs to tackle on top of necessary training and development. With the high stress nature of the manufacturing field, providing first class mental health and wellness support should also be front of mind.

Furthermore, there is also a pervasive need to upskill and crossskill manufacturing workers to give them room to grow and embrace new positions. In many cases, you'll also be dealing with a mobile workforce that may operate on variable rosters.

This will require HR teams to:

- Manage necessary employee compliance
- Deliver professional training and development
- Ensure that course delivery is independent of time and location
- Offer accessible mental health and wellness support.



# Benefit 1: Reducing time-to-hire

Anyone who has worked in talent acquisition knows that recruiting the right people for the job takes serious time and effort. From creating the job ad, screening & interviewing candidates and multiple reference checks, the process can be time consuming when you're doing it manually.

With the high demand for skilled and reliable manufacturing employees, cutting down on the time-to-hire is vital for securing the best talent before they're snapped up by another organisation.

We've found that ELMO's clients within the manufacturing industry often embrace Recruitment and Onboarding modules to help them fill roles faster and reduce costs. If you're able to quickly and painlessly hire and onboard workers while reducing time-to-productivity, your organisational outputs can be greatly increased.

With **ELMO Recruitment** and **Onboarding** you can:

- Manage your recruitment from a centralised system that's designed to reduce the time and cost-to-hire
- Win over candidates from the get-go by providing an accessible and consistent experience.
- Collaborate with managers to evaluate job applicants and choose the right fit
- Remove manual processes and offer electronic recruitment and onboarding processes
- Reduce time-to-productivity.

## The most popular ELMO solutions for customers in manufacturing

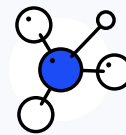
With over 700 customers in the manufacturing sector across Australia and New Zealand, we understand the hurdles our clients in this sector face. Among our manufacturing clients, the top three most popular solutions are:



ELMO Onboarding



ELMO Learning Management



ELMO HR Core

## Benefit 2: Create centralised employee management

With the need to easily manage your HR processes, retain employees, and ensure solid employee engagement, choosing a modern HR Information System (HRIS) can be a formidable option.

With a modular HRIS like ELMO, you're granted a single source of truth for all your HR workflows and data, with the ability to select and implement a variety of modules based on your specific needs.

For example, when it comes to employee engagement, you can provide a sophisticated and meaningful experience with Performance Management. This can be a powerful way to retain employees, identify flight risks, determine skills gaps of high-potential employees, and plan successions – ensuring a strong team with a focus on future growth.

With **ELMO HR Core** and **Performance Management** you can:

- Gain full visibility over your employees and HR processes with a centralised modular solution.
- Improve retention and employee engagement, while ensuring development, feedback, and early identification of staffing issues.
- Modernise your HR experience and embrace automated and professional workflows, complete with reporting, analytics, and employee self service.

### 70% reduction in time spent on onboarding tasks

**“We are getting positive feedback from managers across the business that people feel they have more direction. They know why they’re turning up, they know what they have to achieve.**

**The system sends out a reminder to both managers and employees. When we’re busy and time-poor, those system reminders really help you stay on track.**

**We advertised a logistics coordinator role, and got over 200 applications. If we had to go through the inbox and read every single CV and decide who to interview it would have taken two days, but with ELMO, it took about three hours and enabled us to secure talent quicker”**

**Liz Short**  
**Chief People Officer | My Muscle Chef**

## Benefit 3: Managing training and compliance

Overseeing employee training and compliance for a large manufacturing organisation can be daunting, especially when you're working with variable rosters, multiple locations, and cumbersome manual processes.

In the manufacturing industry, you're likely dealing with employees that may be quite mobile in the workspace and may not have a fixed roster. Many workers won't have regular computer access, making it difficult for them to complete online training and sign vital work policies electronically.

This accessibility issue poses a significant obstacle for HR professionals tasked with tracking and logging training data, especially in an industry where compliance policies and training are an absolute necessity. With ELMO LMS you can ditch manual processes and offer crucial upskilling and cross skilling with a simple mobile-optimised delivery system.

With **ELMO Learning** you can:

- Create personalised and engaging learning experiences that cater to the needs of modern learners, available anytime, on any device.
- Easily keep track of employee training needs, course completion rates, productivity, and compliance requirements with powerful custom reporting.
- Automate recertification for employees at scale, ensuring staff remain compliant with manufacturing regulations.

### It's just a couple of clicks of a button

**“Before we decided to implement ELMO, everything that we did was a manual process. So nothing was streamlined or achieved at the click of a button. Instead we had to deal with heavy admin and a lot of back and forth with documentation.**

**ELMO just really seemed to take all the boxes that they were looking for, especially when it came to reporting. It covers every piece of documentation from an employee, and manager perspective in that one system. Being able to just click a few buttons and provide the c-suite with the information they're asking for rather than having to go to multiple departments was a big win.”**

**Elli Hutton**  
HR Advisor | Neumann Steel

# RELEASING HR'S FULL POTENTIAL

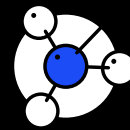
The **only** HR platform that truly fits the needs of mid-sized businesses in Australia and New Zealand, without the unnecessary complexity.



Onboarding



Recruitment



HR Core



Payroll &  
Remuneration



Performance  
Management



Learning  
Management

Founded in 2002, the ELMO Group comprises ELMO Software in Australia, New Zealand and the UK, and Breathe HR in the UK. It is the trusted provider of HR technology solutions to 16,000+ small and mid-sized organisations and two million end users.

With a comprehensive suite of ISO-certified solutions that span the full employee lifecycle, ELMO Software is designed to scale as organisations grow. Flexible and configurable, ELMO's one-stop HRIS fits to your specific needs and workflows.

Through powerful technology, automation, data and analytics, ELMO Software empowers HR professionals to play an integral role in company decision making.

**Find out how ELMO can help your organisation:**

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