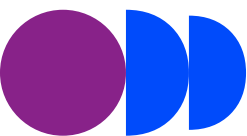**INDUSTRY USE CASE**

THE CONSTRUCTION SECTOR

ELMO

THE TOP 3 CHALLENGES KEEPING HR LEADERS IN CONSTRUCTION UP AT NIGHT

In New Zealand and Australia, construction is a thriving sector representing a significant portion of both countries' economies. As an industry, it's grown exponentially both in terms of value and demand. But there are a number of challenges that HR professionals in the construction industry come up against.

1. SKILLS SHORTAGE AND TALENT ACQUISITION

The construction industry in both Australia and New Zealand has historically faced challenges in attracting and retaining skilled workers.

HR professionals in this industry often struggle to find and hire qualified personnel, ranging from construction managers to tradespeople. The competition for talent can be intense, and this challenge has been exacerbated by the border closures during the Covid-19 pandemic.

There are many roles within Construction that are on the Government's skills priority list in both regions, demonstrating the serious need for workers. For HR professionals, particularly those in talent acquisition, it means they need to be able to:

- Demonstrate an attractive employer brand to the market

- Offer an efficient recruitment and onboarding process

- Create a wide talent pool through passive recruitment

- Retain, develop and redeploy staff depending on project pipeline

2. HEALTH AND SAFETY COMPLIANCE

Workplace health and safety regulations are crucial in the construction industry due to the inherently hazardous nature of the work.

HR professionals need to ensure that all employees are trained in proper safety protocols and that the company remains compliant with all relevant regulations.

Keeping up with changing safety standards and implementing effective safety training programs can be a major challenge, especially without the help of technology.

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Industry Use Case: The Construction Sector

3. MODERN AWARDS COMPLIANCE AND IMMIGRATION

The construction industry often relies on a mix of local and international workers. Navigating the complex landscape of immigration laws, work visas, and permits can be a significant challenge for HR professionals in the industry.

In Australia, there are also a variety of Modern Awards to comprehend. Understanding the Awards and keeping on top of changes is crucial for payroll professionals in the sector. Without the right knowledge and the support of technology, businesses can end up underpaying staff without realising.

From a culture perspective, HR also plays an important role in fostering a workplace built on respect and fairness. In an industry that has been typically dominated by one gender, that can be difficult. HR leaders tackle this challenge by communicating policies, providing regular training, and setting up governance procedures to investigate complaints.

Read on to find out how ELMO helps users to effectively address these common pain points, featuring insights from our customers themselves.
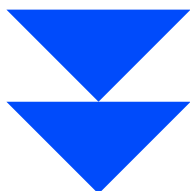
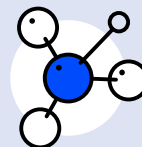## THE MOST POPULAR ELMO SOLUTIONS FOR CUSTOMERS IN CONSTRUCTION

With over 150 customers in the Construction sector across Australia and New Zealand, we understand the pain points and challenges our clients in this sector face. Among these customers, the top three most popular solutions are:

1. Learning Management

2. Onboarding

3. HR Core

HR Core streamlines essential processes like leave requests and employee data management, with the added advantage of self-service. This provides a central, online location for HR management that all employees can access, no matter where they're working from on any given day.

ELMO Learning makes delivering and tracking employee training easy, while Onboarding ensures new starters get up to speed as quickly as possible.

BENEFIT #1: REDUCING THE TIME-TO-HIRE

Anyone who has worked in talent acquisition knows that recruiting the right people for the job takes time and effort.

From creating the job ad to interviewing your candidates, the process can be time-consuming when you're doing it manually. And with the high demand for skilled employees, cutting down on the time-to-hire is vital for securing the best talent.

For ELMO's clients within the construction industry, our Applicant Tracking System helps them fill roles faster and reduce costs. They can:

- Manage their recruitment strategy from a centralised system with tools designed to reduce the time and cost-to-hire.

- Win candidates over from the very beginning by providing a seamless and consistent experience.

- Collaborate with managers to evaluate job applicants, gather feedback and choose the right fit – all from the one platform.

- Offer seamless electronic acceptance so candidates can accept their offer from anywhere, on any device.

But why stop there. ELMO Recruitment is even more powerful when combined with Onboarding. Automated workflows allow users to set up seamless pre-boarding and onboarding tasks with just a few clicks.

" KNOWING OUR RESOURCING, I NEED SOFTWARE TO STREAMLINE THOSE MANUAL PROCESSES. "

**Keep up with demand thanks to streamlined recruiting processes**

"We were on a growth path. And with the amount of new roles that I could see coming through the business, and knowing what our resourcing was like, I needed software to streamline those manual processes.

When we started looking at options, we could have just gone for a recruitment tool. But rather than just stopping there, we decided to go for something that could offer us solutions across a wide range of HR aspects."

– Katie Hirst,
People and Capability Manager,
Donovan Group

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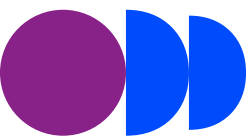
BENEFIT #2: MANAGING TRAINING AND COMPLIANCE

Managing and overseeing training for a large organisation can be challenging, especially when working with on-site employees and cumbersome manual processes.

In the construction industry, many workers operate on-site and don't have regular computer access, making it difficult for them to complete online training and sign policies electronically.

This lack of accessibility poses a significant obstacle for HR professionals tasked with tracking and logging training data, especially in an industry where compliance is not just mandated but crucial for maintaining health and safety.

ELMO Learning removes the need for spreadsheets, instead providing easy visibility and tracking through a dashboard. Users 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 and compliance requirements with powerful custom reporting.

- Automate recertification for employees at scale, ensuring staff remain compliant with WHS laws.

> **TRACKING EXPIRY DATES FOR EQUIPMENT CERTIFICATIONS, FIRST AID AND TRAINING IS SO IMPORTANT.**

**Improving accessibility and reducing the reliance on manual processes**

"Most of our manufacturing team don't have desk-bound roles. So getting information to them was challenging, and it was difficult for them to access policies and forms.

We were very manual before in terms of recording people's training requirements and competencies. It's still a work in progress as we tailor the system, but the potential there is massive because tracking everyone's expiry dates for equipment certifications, first aid and other compliance training is so important. Now the system can take care of all of that for us."

– Katie Hirst,
   People and Capability Manager,
   Donovan Group

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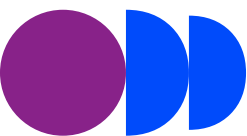
BENEFIT #3: PROVIDE A MODERN EMPLOYEE EXPERIENCE

In the digital age, no organisation can afford to be left behind when it comes to modernising outdated technology and processes.

Construction companies who do invest in digital technology need to ensure that implementation is as smooth and efficient as possible to ensure buy-in from all employees – especially those who are hesitant to forgo their trusted manual processes.

For many rapidly-expanding construction businesses, it's also critical to find a system that fits the current needs of the business but can evolve as the company grows.

A modular HR Information System (HRIS) like ELMO is therefore a smart choice. With this flexible approach, businesses can select and implement modules based on priority. This gives organisations the power to tailor their HRIS, giving them more of what they need – and less of what they don't.

Want to know more about how ELMO can help you?

Visit the website to book a demo with one of our friendly consultants.

> ## "YOU GET MORE BUY-IN FROM THE BUSINESS BECAUSE IT FEELS LIKE A FRESH AND MODERN WAY TO DO HR."

Choose software that does what it says on the tin

"My favourite part about ELMO is that it is so user-friendly. The system is so malleable so we can take elements from the different modules to build exactly what we need. In my experience, it's the configurability that sets ELMO apart from the rest. I knew that by using ELMO, I could get exactly what I needed from the system.

It's also become a much easier sell for other people who think HR always involves a lot of form-filling and manual work. You get more buy-in from people in the business because it feels like a fresh and modern way to do HR."

– Emma Liston,
  Human Resources Manager
  at Lipman

LIPMAN
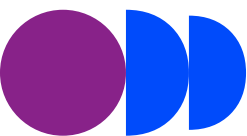
ABOUT ELMO SOFTWARE

Founded in 2002, ELMO Software is the trusted provider of HR technology solutions to 2,500+ mid-sized organisations and more than one million end users across Australia and New Zealand.

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.

See ELMO in action with one of our friendly consultants to experience our HR and payroll solutions for your organisation.

» Book a demo Australia

» Book a demo New Zealand

> **CUSTOMERS SAY THEY'RE UNLIKELY TO CHANGE THEIR HRIS PROVIDER WITHIN THE NEXT 12 MONTHS.**
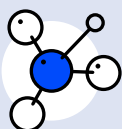
HR CORE

Centralise and automate your people management in one place.

ONBOARDING

Start your new employee's journey with a personalised onboarding experience.

RECRUITMENT

Find and hire the right talent for your business.

PERFORMANCE MANAGEMENT

Empower your teams to achieve their goals and thrive.

PAYROLL

Navigate the complexities of pay with secure and accurate payroll.

LEARNING MANAGEMENT

Create a culture of learning and develop your people with eLearning.

Industry Use Case: The Construction Sector