



INDUSTRY USE CASE

# THE NOT-FOR-PROFIT SECTOR



**ELMO**

elmosoftware.com.au • 1300 884 510

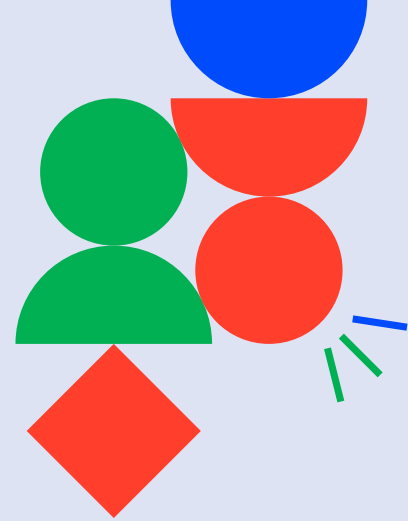
# THE NOT-FOR-PROFIT (NFP) SECTOR IS AN IMPORTANT PART OF THE ECONOMY ACROSS AUSTRALIA AND NEW ZEALAND.

It provides services that are relied upon by thousands of people each and every day.

However, many HR professionals in the NFP organisations face challenges that are unique to the sector. While NFP businesses do big and important work, the teams at the heart of the organisations are often small.

That means HR professionals have a lot on their plate. Juggling learning and development, the recruitment of volunteers and staff, onboarding and more.

And because so many NFPs rely on donations to keep running, it can sometimes be tough trying to find the funds to organise employee training, drive a large volume of recruitment or invest in data security. Value for money is therefore key when it comes to any investment decision.



With over 300 customers in the not-for-profit sector across Australia and New Zealand, we understand the pain points and challenges faced by our customers in this vital industry.

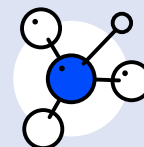
Among these customers, the top three most popular products are Learning Management, Onboarding, and HR Core.



## 1. Learning Management

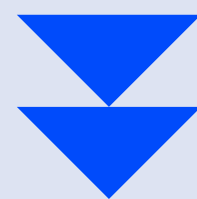


## 2. Onboarding



## 3. HR Core

Read on to find out how your peers in the NFP sector have used technology to streamline their HR processes, minimise manual admin work, and free up more time for the work that matters most.





# 1. KEEPING UP WITH TRAINING AND COMPLIANCE

For our customers in the NFP sector, there's one issue that comes up again and again: training and compliance.

Many say this has been a particularly tough issue for them to overcome, especially when working with outdated, paper-based HR processes or multiple, disconnected platforms.

Without the technology in place, they often rely on spreadsheets to manually track the progress of each employee's learning and development. Not only does it become a huge admin burden for the HR team, but it can lead to employees falling through the cracks.

In an industry with a higher-than-average level of compliance, HR software offers admins peace of mind by automatically enrolling new employees for training, alerting users when their certifications are due to expire, and sending reminders if they fail to complete the course. HR teams and managers also have greater visibility over the training progress within their teams through an easy-to-use dashboard.

ELMO Software's Learning Management is just one of the solutions that has helped a number of our clients. Our sophisticated learning management system (LMS) is highly configurable, meaning it can be tailored to meet your exact needs and use cases.



**NOW WE OFFER E-LEARNING MODULES BASED ON SPECIFIC AREAS OF INTEREST.**



*"Our training was predominantly all about compliance and the mandatory courses that staff needed to complete for the role. It wasn't necessarily focused on their interests or future development opportunities.*

*"Historically, we could only offer opportunities to do large group training sessions at our head office. But now we can also offer e-Learning modules based on specific areas of interest for people which might be more niche."*

– Nicole Mola,  
Learning and Development  
Manager at Good Sammy





## 2. MODERNISING HR PROCESSES ON A NOT-FOR-PROFIT BUDGET

The biggest challenge that separates NFPs from corporate companies is budget. Relying on donations and government funding means that a lot of NFPs have a moderate budget to work with when it comes to purchasing internal software.

NFPs often have a need to derive as much value as possible from the products they invest in and return-on-investment is a key factor in their buying journey.

That's why a tailor-made solution is the best option for NFPs because it can be configured to suit your business's unique requirements, resulting in true value for money. ELMO's HR solutions have been engineered with configurability in mind, which is a bonus for NFPs as well as corporate for-profit companies. It means that you have access to everything you need and nothing you don't.

Our different modules integrate together or can be used in tandem with a number of other software providers through our [integrations marketplace](#). This gives you the choice, freedom and flexibility to work the way that is best for your organisation and most importantly, the people using the technology.



**WITH ELMO ASSISTING US WE ARE GETTING THE BEST BANG FOR BUCK AROUND STAFFING FOR HR.**



*"Being a not-for-profit, our organisation is heavily reliant on government funds. Our organisation has an ethos of putting the funds that we do get into services to the people who we're here to serve – so only a thin portion goes towards corporate services. We're not an organisation that can waste money, because we don't have anything to waste.*

*There's always more we could do if we had more resources, but with ELMO assisting us we are getting the best bang for our buck around staffing for HR."*

**– People and Culture Manager  
at Kalyra Communities**



kalyra



### 3. CREATING MORE TIME FOR THE WORK THAT REALLY MATTERS

Outdated processes, manual compliance tracking and paper-based procedures can create an enormous amount of work for the HR team in any NFP organisation. In most cases, the HR team is small, consisting of just one or a few key roles.

From recruitment to onboarding, performance management to learning, this person or team tends to carry a big load. And without technology in place, this time-poor individual can quickly become the gatekeeper of information.

That's why choosing an HRIS with self-serve functionality is so important. ELMO's HR Core solution empowers employees to request leave, receive real-time updates, manage their personal details and more – anytime, and on any device.

What's more, admins can ditch the spreadsheets and feel confident in their single source of truth. All of the business's employee data is stored in one central platform so admins can easily find employee information, exactly where they left it.

The result? Time back in your day to focus on engaging and empowering your employees.

ELMO Software is passionate about helping HR professionals in the not-for-profit industry to release their full potential.

**Want to know more about how ELMO Software can help your business?**

Visit the website to [book a demo](#) with one of our friendly consultants.



**NOW WE'RE ABLE TO HAVE MULTIPLE TEAM MEMBERS IN THE SAME SYSTEM RECORDING UPDATES.**



*"Having a performance management system lifts us out of Word or Excel documents. It's saved a lot of time.*

*Now we're able to have multiple team members in the same system at the same time recording updates"*

**– Paige Van Every,  
Relationship & Operations  
Manager at Jesuit Social Services**



**Jesuit  
Social Services**  
Building a Just Society



# 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.

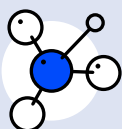
Through powerful technology, automation, data and analytics, ELMO Software empowers HR professionals to play an integral role in company decision making.

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.