

Workforce Management Solutions for Cause-Driven Organizations

Operating a nonprofit organization has always been a challenge. Especially when you're facing reduced funding from government and private sources just as demand for services surges. You need to work harder than ever to deliver new programs and initiatives that support members — and you have to do it with a tightened budget. Add in difficulty managing a dynamic workforce across multiple jobs and locations and the challenges grow.

But just because YMCAs are nonprofit organizations doesn't mean they don't need to operate as efficiently as for-profit companies. Improving productivity, controlling labor costs, and minimizing compliance risk can have a significant impact on your ability to support the YMCA's mission.

Nonprofit leadership teams also face the challenge of managing two bottom lines: doing social good that supports your mission and making the most of limited budgets. Workforce management can help you balance this “double bottom line” through more efficient use of your workforce. With labor accounting for a significant portion of your budget, the workforce represents a significant opportunity to achieve a sustainable balance. Kronos® for YMCA helps you control your budget while delivering safe, quality programs and services to members, creating positive results for your double bottom line.

Control costs — and enrich the lives of members and the community

Attempting to control labor costs with time-consuming and error-prone manual processes or homegrown, disparate systems can be difficult. And for a Y, it can be even more challenging. With a high percentage of part-time, temporary, and seasonal workers who work multiple jobs across departments, branches, and locations, you need a centralized, automated solution for tracking your workforce and the associated costs.



Key Benefits

- > **CONTROL COSTS AND REALLOCATE SAVINGS** into programs that enrich the lives of members and the community
- > **MAINTAIN A SAFE, POSITIVE ENVIRONMENT** for members and staff by hiring quality employees
- > **IMPROVE PRODUCTIVITY** so employees can focus on supporting your mission
- > **MINIMIZE WORKFORCE COMPLIANCE RISK** to protect both employees and the Y

*“We were doing a lot of double entries prior to Kronos. Even running reports on first days and anniversaries, things that seem so simple now, we couldn't do before. **Kronos has just been a lifesaver for us.** ... Now, we're able to get more strategic and put our time toward other activities.”¹*

— Karla Jessup, VP, Human Resources,
YMCA of the Triangle

¹ “Workforce Central Shapes Up Workforce Productivity at YMCA of the Triangle,” Kronos Incorporated, accessed April 8, 2013, <http://www.kronos.com/Case-Study/YMCA-of-the-Triangle.aspx?terms=yymca>.

Kronos for YMCA automates the management of this complex workforce, so you can reduce payroll errors, allocate costs accurately, and proactively budget and control employee costs. Advanced reporting capabilities give you a clear picture of how labor expense is allocated across branches, programs, and grants so you can see exactly where your budget dollars are going.

And with multiple data collection methods for both on-site and mobile employees, including web, time clock, and smartphone/mobile device support, you can have confidence that employee time and attendance information is accurate and complete — even when your employees are off site.

Kronos for YMCA allows you to proactively control overtime with real-time alerts that notify you when employees are approaching hourly thresholds, which can help you manage costs and requirements related to the Affordable Care Act.

Deliver safe, quality programs to the community

Providing quality programs and services begins with hiring the right people. Our advanced hiring solutions help you streamline the hiring process with multiple job applications and integrated background checks. So you can identify conscientious, dependable, and qualified workers more efficiently and speed onboarding to allow these individuals to start working with your members quickly. And by centralizing your hiring processes, you not only improve efficiency but also reduce the risks of approving ineligible staff and volunteers through automated, standardized processes.

Kronos for YMCA gives you the visibility and insight to turn workforce data into better decisions that improve the quality of the programs and services you deliver. By identifying trends and outliers in absenteeism, tardiness, employee productivity, turnover, and overtime costs, you can improve efficiency, better meet member needs, and support your mission.

Minimize compliance risk with accurate information

Kronos for YMCA lets you apply and enforce policies consistently across your organization, giving you better control over managing employee attendance and leave information as well as FMLA



compliance. Kronos for YMCA gives you the tools to pay employees accurately, improve compliance with FLSA, and manage the risks associated with employing minors.

When dealing with part-time, seasonal, and volunteer staff, it's critical to make sure that your schedules cover all safety and regulatory requirements. With Kronos for YMCA you can ensure that only qualified and certified employees are scheduled for specific tasks, that staff-to-participant ratios are compliant, and that licenses and certifications are up to date.

Kronos and the Y: A proven partnership

Kronos knows YMCAs. With a proven partnership helping Y's across the country better manage their workforce, we have the experience to help your YMCA control labor costs, improve workforce productivity, and minimize compliance risk.

At the Y your people are your most important asset. Kronos can help you manage your workforce with an easy-to-use and easy-to-own solution, allowing employees to focus their time, energy, and resources on creating the best experience for members and program participants. When employees and managers aren't bogged down by performing routine workforce management tasks, they're able to spend their time delivering quality services to members and the community and to focus strategic energy on how to expand or improve these initiatives.

Managing the double bottom line can be challenging. But with Kronos for YMCA, you can effectively manage your workforce to support mission-based objectives and optimize efficiency.

Put Kronos for YMCA to work for you:

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