Landrum Staffing has excelled in workforce management and recruitment solutions for over 20 years. They serve various markets throughout Florida, staffing for many different business segments including light industrial, clerical, accounting, healthcare, hospitality, IT, and legal. With a focus on relationship-building, Landrum is able to provide personalized hiring solutions based on their clients' unique business needs.

Challenge

Landrum Staffing utilized Erecruit's legacy product Tempware for 20 years, but wanted to upgrade their technology solution to Adapt for improved efficiency and to continue the established relationship with Erecruit as a technology partner. A big concern with switching software solutions was a disruption to critical business processes, especially when it came to back office functionality for invoicing clients while ensuring employees continued to be paid accurately and on time. For Landrum Staffing, payroll is processed twice a week and previously required some assistance from other departments to get the job done. Not only was Landrum ready to implement a more efficient technology solution, but a smooth transition process was imperative to avoid disruption in day-to-day activities and to drive adoption among internal staff.

Solution

Landrum Staffing diligently reviewed each of their internal processes and compared them to Adapt's workflows to determine where there would be similar operational processes and what types of changes to expect. By working closely with Erecruit and getting their 80 users involved on updating their workflows to prepare for a new technology solution, training sessions on a new interface were absorbed quickly and Adapt had the complete buy-in from Landrum's internal staff.

Result

After careful planning, Landrum's staffing teams were ready and excited to go live on Adapt's front and back office solution. Since there was a clear picture on what upcoming changes internal staff would be making in their operational processes, Landrum's team was dedicated to attending training sessions provided by Erecruit's implementation consultants. On the first day of implementing Adapt, the transition moving from a system used for over 20 years felt surprisingly natural and didn't involve disruption to business activities. With such a smooth shift in technology solutions, there were also high expectations in increased efficiencies.

A few major initial changes that impacted Landrum by utilizing Adapt were cost and time savings through streamlined pay-and-bill workflows. Assistance from outside departments to handle the workload was no longer needed. Fewer clicks and keeping documents all online for emailed invoices saved the processing team 5 hours a week which allowed them to take on additional responsibilities. By keeping documents digital within Adapt's SaaS environment, Landrum also saw significant savings with administrative-associated costs on postage.

Conclusion

The team effort between Landrum Staffing and Erecruit took time and careful planning which resulted in a smooth transition between two different technology solutions with a major focus of ensuring payroll and billing operations were not going to be jeopardized after going live. Now, the whole staff is dedicated to continued education on Adapt to increase efficiency and maximize profitability.

Landrum's Vice President of Staffing Mandy Sacco commented, "Everything's been great since we've gone live, this has been one of the smoothest transitions I've ever seen. We know Adapt is a beneficial technology solution for our staffing agency and we're dedicated to continue our education on the solution to use it to its full capacity."

To learn more about how Adapt can help streamline your staffing agency's processes, contact Erecruit today!