



Arcoro Helps Concrete Contractor Move to 100% Paperless HR Processes

Concrete Organization Achieves a Centralized Recruiting Process and Streamlined Employee Reviews Across Multiple States with Arcoro

Donley's Inc. is a Cleveland-based concrete contractor. Founded in 1941, Donley's has grown to encompass a professional staff of 150 across offices in Ohio, North Carolina, South Carolina and Virginia.

Challenge:

When Donley's began acquiring additional office locations, the organization's leaders knew they would need a solution to bring HR and recruiting processes together. Their previous processes were 100% paper-based, which made it difficult to track and manage HR documentation.

“Arcoro has totally streamlined our recruitment, hiring and onboarding processes from posting the position to completing background checks and drug tests to onboarding hiring forms.”

Donley's Inc. HR Coordinator Rachel Moviel

Solution:

When seeking out potential solutions Donley's outlined key goals they wanted to achieve: move away from paper-based application and onboarding processes and create a standardized performance review strategy organization-wide. Donley's selected several Arcoro cloud-based software modules to solve their challenges and reach their goals for recruiting, onboarding and performance management.

Recruiting- The Arcoro Applicant Tracking System enabled Donley's to centralize recruiting efforts across four states into a single online platform. “It's our single source of new candidates for filling open positions within our organization,” Donley's Human Resources Coordinator Rachel Moviel said. She credits the ability to post jobs to a variety of job boards with just a few clicks to the overall increase in new applicants.

Onboarding- With Arcoro's Onboarding software, Donley's new hires can sign off on state-specific onboarding paperwork based on location, as well as federal forms and company handbooks—all online. Moviel receives “very positive feedback on our onboarding process” from new employees.

Performance Management- The Arcoro Performance Management System streamlined an established semi-annual review process that supports their “People,Safety, Solutions, Performance” mission. It also enables an important ongoing, two-way feedback loop between managers and employees.

Are you ready to simplify your HR processes and build your best team?

[Get in touch with Arcoro for a live demo today.](#)



Goals

- Move away from paper-based application and onboarding processes
- Create a standardized performance review strategy organization-wide

Results

- Moved to 100% paperless recruiting, onboarding and performance management processes
- Expanded employer brand for compliant recruiting across multiple states
- From day one, new hires are immersed in safety and job training, supporting the company's mission

Modules Used

- Applicant Tracking (ATS)
- Onboarding
- Performance Management