RORC Therapy:
Gains Compliance Peace of Mind and $75,000 Annual Cost Savings

Renaissance Outpatient Rehabilitation Center

Renaissance Outpatient Rehabilitation Center ("Renaissance") is an outpatient rehabilitation center providing physical therapy, occupational therapy, speech therapy, and social work services. The company currently has 50 employees in five different locations, yet these numbers will change in the near future. Renaissance is currently implementing aggressive growth strategies that could double its revenue, headcount, and even the total number of offices.

As Travis French, Renaissance's CEO, looked at this growth plan, he realized one key area would have to change: its employee onboarding process. At the time, Renaissance used a paper-

⭐ **Company:**

Renaissance Outpatient Rehabilitation Center

🏢 **Industry:**

Outpatient Rehabilitation

👤 **Number of employees:**

50+

🏆 **Challenge:**

A manual, paper-based onboarding approach that took too much time and subjected the company to compliance risk.

💡 **Solution:**

HR Cloud's Onboard solution automated the entire onboarding process and enabled Renaissance to save nearly $75,000 per year—while improving compliance efforts.

> *"Onboard gave us everything we were looking for, and more. For example, we saw that we could use its recurring tasks feature to automate all the steps related to employee training and managing documentation to make sure we were in compliance throughout the entire year."*

Travis French
Chief Executive Officer

based approach to onboarding employees, which included keeping important documents to make sure it was in compliance at all times.

"Our old approach was completely paper-based," explains French. "On one hand, it took too long to onboard employees, but it also subjected us to too much compliance risk—and potentially expensive fines. We knew we needed an automated solution, and turned to HR Cloud for help."

Why HR Cloud?

To pick the best solution, Renaissance performed a thorough vendor evaluation, and even looked at some of the industry's biggest names. Yet the more they learned, the more they liked HR Cloud and its Onboard solution.

"Onboard gave us everything we were looking for and more," says French. "For example, we saw that we could use its recurring tasks feature to automate all the steps related to employee training and managing documentation to make sure we were in compliance throughout the entire year."

A better onboarding experience pays off

For Renaissance, automating its onboarding experience was huge, especially considering where they first started. "Our past approach to onboarding consisted of a paper checklist stapled to the outside of an employee's folder," recalls French. "Our HR manager would then manually go through each step of the checklist, an effort that generated even more paper to be completed and stored. I estimate that it took two or three hours for each new hire."

Yet unlike other companies, Renaissance's on-boarding process wasn't just a one-time event. As an outpatient rehabilitation center, the company is actually licensed as a hospital, a distinction that contributes to increased compliance pressure. "Beyond traditional new hire onboarding, we also have to make sure all employees are always up to date on their licenses, industry certifications, and workplace training," explains French. "We created checklists to manage these activities, but as we grew, it became a lot for one or two HR employees to handle."

There was also an element of financial risk. "An auditor could stop into one of our locations at any time. If a single form is missing from one employee's file, it could result in a fine of $10,000," says French. "We had to do all we could to mitigate this risk."

The power of automation

Now, with HR Cloud and its Onboard solution, Renaissance has been able to improve its onboarding process, cut costs, and minimize compliance risks.

With branded portals, customizable workflows, digital checklists, and more, Onboard successfully automated the entire onboarding experience. No more paper checklists: HR, hiring managers, and even employees all receive email updates notifications to complete a task or let them know where they stand in the process.

Renaissance employees love the new experience and immediately praised its simplicity and effectiveness. "Many employees have told me how much they like Onboard and how simple it is," says French. "For example, they receive an email, click a button, and they can easily complete an important onboarding task. Onboard makes the entire employee experience fast and easy."

$75,000 annual savings—and compliance peace of mind

By eliminating manual efforts and a paper-based approach, Renaissance has been able to save time and reduce costs. "With HR Cloud, I've been able to cut our onboarding time in half and save the equivalent of two HR manager positions," French explains. "This alone has helped us save nearly $75,000 per year, which helps strengthen our bottom line."

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Best of all, Onboard has given Renaissance a better way to manage its entire compliance effort for true peace of mind. "The whole process is so much better," raves French. "For example, if we have a training, we can send employees a PDF or a video and have them use the tool to report it's complete. Not only does this make employees happier, but it gives me complete assurance that all employees' files are in compliance. We couldn't have achieved this without HR Cloud."

Driving the business further

Happier, more productive employees. Reduced costs. Improved compliance. With HR Cloud, Renaissance has achieved all these benefits and more, and can now focus on what matters most: managing the business and hitting future growth targets.

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