Bridgeway IMPROVES PRODUCTIVITY WITH *NOVAtime*'S WORKFORCE MANAGEMENT SOLUTION!

Bridgeway is a non-profit organization that provides community-based health and human services. Its goal is to assist and empower individuals to obtain, retain or improve employment and overcome barriers to employability. This human service corporation, having served west-central Illinois and eastern Iowa for decades, continues to meet the ever-growing needs and challenges of providing community-based health and human services. These services are designed to assist and empower people in maximizing their potential for personal development and growth in all areas of human functioning.

Their Needs

The management team at Bridgeway knew that in order to properly provide fair and equal management of their ever growing and demanding job costing needs, they needed to track their piece rates up to six (6) positions beyond the decimal point. They needed a more robust and automated labor management solution. It was critical that this solution allow them to more effectively manage labor and human capital for all their individuals and employees in various locations and operated throughout the state of Illinois and Iowa by Bridgeway Inc. and Bridgeway Training Services. Another important item was to have better security over the time collection process and have a system that offered robust reporting capabilities to fulfill their growing reporting needs and collect valuable information to fulfill various governmental requirements.

Bridging the Needs—The Solution

After a lengthy research and study from a special management team at Bridgeway, they had decided to go with the NOVAtime's workforce management system presented by Longley Systems.

Great Product with Quality Support

Tom Colclasure, President of Bridgeway Training Services, provided some insight into why Longley Systems was selected. "NOVAtime and Longley Systems were selected because of the cutting edge technology NOVAtime employs in developing solutions and the technical knowledge and expertise of Longley Systems. NOVAtime has many installations at like organizations and Longley Systems understood our special job tracking needs. Of course the cost of the system was within our budget, but the real key for us was the software is extremely user friendly and the technology makes it simple to maintain and deploy to other facilities, extending the tools across our entire operation. Because Longley Systems took the time to understand our needs, they were able to foresee issues that might arise that are unique to larger organizations such as ours, as well as, quickly identify resolutions and implement them."

Because Longley Systems had preformed a customized and thoroughly in-depth needs analysis for Bridgeway to determine and in some cases, re-clarify what the requirements were, the NOVAtime system was configured properly to fit Bridleway's exact job costing needs and special reporting needs.

The **Custom Job Cost Detail Report** was one of key reporting requirements for Bridgeway. It provided the much needed information such as: Client, Contract, Task (hourly or piece rate), Work Hours, Piece Rate/Hourly rate for this task, and Wage Amount. There are two special fields:

- *Avg $/hour*- This includes hourly and piece rate tasks.
- *Wage %* - This field is compared to the prevailing wage for a particular task and used to compare the clients classification % against what they are actually producing.

Bridgeway uses the Job Cost Detail Report that gives a daily record of an individual, the *Wage Amount* and *Avg $/Hour*, with the *Wage Amount* rounded to the Department of Labor (DOL) regulations and the *Wage %* shows their employee performance using prevailing wage as 100%.

Another great report is Job Cost Summary which offers a summary view for each individual. The *Wage%* is calculated by comparing the *AVG $/HR* against the *Charge Rate* (Prevailing Wage) and the *Wage %* can be used to measure performance.

Tom Colclasure, commented, "It has revolutionized the way we run the workforce management. NOVAtime is able to track our job costing piece rates to the precise # of decimal positions that the Department of Labor requires and offers a much-needed flexible reporting capability."

NOVAtime "Bridge the Way" for Improved Productivity

It's been **five** years since the system was first implemented in 2002! With NOVAtime, Bridgeway was able to reduce the time-intensive administrative burden in managing their individuals' work hours and tracking job costs.

When asked what they like most about NOVAtime, **Mr. Colclasure** commented that, "Longley Systems has lived up to our expectations. We're happy to be realizing the benefits from this system. Because of the nature of our job tracking needs and special job costing precision requirements, the process of capturing and managing time was previously very cumbersome and the time required figuring out job costs and payroll for our individuals was prohibitive. Now we can get the information on our individuals that we need in a timely manner to better manage our work areas and fulfill our reporting needs more easily. The return on our investment is especially noted in the ease of gathering information for our internal and external reporting requirements. We've met our goal of having accurate information at our fingertips."