

## How **Fresno County, CA**, improved onboarding and **freed up an entire file room**



ON

### CHALLENGE ONE

#### Preparing new hires to make important onboarding decisions

The first opportunity for new employees to learn about Fresno County's work culture and benefits was during new hire orientation, weeks after accepting an offer. This left them feeling **uninformed and unprepared to choose which benefits to enroll in.**

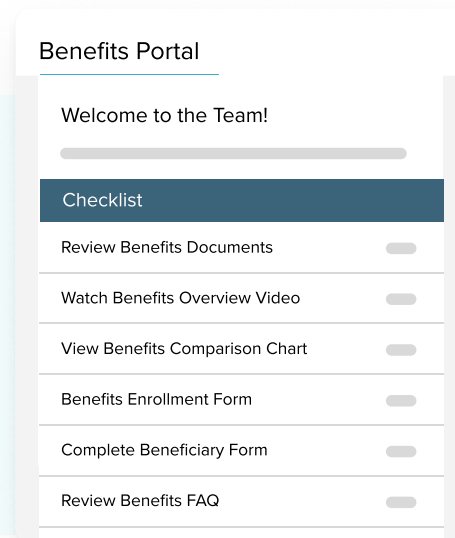
## ONLINE access to resources

Onboard's sub-portals let agencies create a hub of resources for specific topics that employees can access anytime, anywhere.

### OUTCOME

#### Giving new employees access to information before day one

An onboarding portal enables Fresno County to share its culture and benefits information with new hires online so they can **review and make benefits decisions before orientation.**



### CHALLENGE TWO

#### Spending HR's time on disorganized, manual tasks

With 20 municipal HR departments, Fresno County **lacked onboarding uniformity and HR staff wasted time shuffling papers.** Between this and coordinating their two-day new hire orientation, HR **felt bogged down by tedious, uninspiring work.**

### OUTCOME

#### Reducing toil so HR can do more meaningful work

Going paperless gave Fresno County a centralized, standardized onboarding process that **reduces toil and takes just minutes to complete.** Now, HR can focus on supporting new hires – and even **converted a file room into office space.**

“Technologies like Onboard make our HR staff's jobs easier. It frees them up to do better, higher-quality work rather than toiling with tedious tasks.”

Dave McCurry, Principal Human Resources Analyst, Fresno County, CA