



Building Better HR: How Casella Construction Transformed Workforce Management Through Technology

The Northeast contractor reduced its administration burden and improved data visibility.

Casella Construction, located in Pittsford, Vt., is a family-owned company that has evolved over four decades to operate across three main lines of business: heavy civil construction, transportation and aggregate.

“We strive to be at the forefront of innovation. We continuously evaluate and implement cutting-edge solutions to enhance efficiency, safety and data-driven decision-making,” says Eric Schubert, head of IT. “From leveraging digital workflows for project management to adopting advanced analytics for workforce and asset optimization, we focus on integrating technology in ways that provide tangible benefits to our operations and employees.

But the company’s HR operations weren’t aligned with its innovative goals. Disparate systems required a lot of manual work and hindered the company’s ability to meet its compliance needs as well as providing limited reporting capabilities.

Schubert needed to find solutions to help align technology with business objectives, optimize workflows and ensure any digital solution drives efficiency, compliance and operational success.

The company decided to purchase several Arcoro products to help meet these needs.

“Our decision to purchase ATS, Onboarding, Core HR and Advanced Analytics was driven by our need to centralize HR operations, reduce administrative burden and gain better visibility into workforce data,” he says. “Arcoro provided an integrated solution that streamlined these processes.”

Improving the Talent Pipeline

Schubert says Arcoro’s Hire Platform, which includes the Applicant Tracking System and Onboarding, significantly improved Casella’s hiring and onboarding workflows. Prior to implementing Hire, the company onboarded new hires manually, which took way too much time. Now, the company’s hiring process has been completely streamlined.

Schubert says, the ATS has made it easier to track applicants, schedule interviews and collaborate on hiring decisions. While the automation provided by Onboarding has cut down on paperwork processing time from days to hours, ensuring employees are ready to work sooner.



Centralizing Workforce Management

Arcoro's Manage platform, which includes Core HR and Benefits, helped solve the issues surrounding using multiple systems. Schubert says the centralized database, provided by Core HR, has eliminated the need for multiple spreadsheets and manual data entry, reducing time spent on these tasks while eliminating errors.

Benefits has provided the solution for broader compliance challenges as the company expands and its workforce grows, particularly with employee health and benefits data.

"Arcoro provided tools that helped us streamline compliance processes across multiple levels, ensuring that we remained compliant with both industry-specific and more universal regulations. This holistic approach to compliance management has been invaluable in reducing manual oversight and mitigating potential risks."

Automating Compliance

Along with benefits compliance, Arcoro's products helped address managing compliance both industry-specific regulations and broader legal requirements.

"In the heavy civil construction and transportation industries, compliance is complex, with frequent changes in regulations related to safety, worker classifications and prevailing wage laws like Davis-Bacon," Schubert explains. "Arcoro's platform enabled us to automate and track compliance tasks, reducing the risk of errors or missed deadlines."

Data-Driven Decisions

One of the biggest benefits with the purchase of Arcoro's Hire and Manage platforms is the ability to use Advanced Analytics reports to monitor workforce trends, identify hiring bottlenecks and assess employee retention.

"Having real-time access to HR data has transformed our decision-making," says Schubert. "For instance, we can immediately identify if a job opening isn't attracting enough applicants and adjust recruitment strategies accordingly. Real-time compliance tracking ensures we address expiring certifications before they become an issue. Additionally, payroll and benefits data visibility allows us to manage labor costs proactively."

Arcoro's Advanced Analytics has made Casella's HR reporting more data-driven and strategic. Instead of relying on static reports, it now uses interactive dashboards that allow users to dig deeper into specific metrics – improving communication between HR, finance and leadership.

Arcoro's solutions helped Casella Construction streamline its HR processes and provided the data it needed to be proactive about workforce planning and performance trends rather than reactive to problems.