



WorkTech Helps Earl Industries Streamline Operations and Cut Costs

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-Steve Hill, Senior
Software Engineer,
Earl Industries

When you see a US Navy ship, chances are that it has passed through the shipyard facilities of Earl Industries at one time or another. With operations in Portsmouth VA, and Mayport, FL, the company has a powerful presence in two of the nation’s most important ports for Navy ship repair. Founded in 1984, the company’s corporate headquarters in Portsmouth encompasses nearly 200,000 square feet of state-of-the-art, secure facilities housing Ship Repair, Manufacturing, Coatings, Fabrication, Electrical, Human Resources, Safety, Purchasing and Accounting. The company also has three locations to support ship repair efforts in Mayport, Florida.

With more than 1,000 employees and annual revenues topping \$200M, Earl Industries’ primary business is ship repair. The company does business through large contracts, mostly with the US government. Additional clients include Maersk Line, Great Lakes Dredge, General Dynamics, and a host of other companies. The need to accurately report time and attendance to the government and other entities for its employees as well as contractors and other personnel spread out across multiple locations can be a significant challenge. Delays or inaccuracies in reporting can have a major impact on timely payment and can also jeopardize performance against contract specifications.

In 2005, Earl began searching for an alternative to its time and attendance reporting system, which had become increasingly unable to meet the demands of changes in the workforce, regulatory environment, and government reporting requirements. The company had previously gone through three other systems, each lasting no more than about two years. Although each system had been purchased and installed with the anticipation that it would last and grow with the business, Earl was disappointed time and again. Partly to minimize the cost and disruptions to the business and IT infrastructure that come from having to frequently replace a system, the company was determined to find a robust solution that would not only last but also have the required flexibility to take advantage of the new technologies and functionality that would inevitably emerge.

After an extensive search involving multiple vendors, Earl chose WorkTech’s Time Suite. The primary reasons for its decision were WorkTech’s flexibility, configurability, and ability to integrate with Earl’s existing IT infrastructure. Currently, more than 70 kiosks as well as a web interface capture time and attendance for nearly 1700 people. With WorkTech 4.0, the company has found 99.9% positive feedback from users and administrators alike. “It is fast, flexible, and lets users see what they want and

have control over that," says Steve Hill, Senior Software Engineer. Business rules are continually changing, and WorkTech is able to handle the nuances and modifications that continually arise. The system can quickly be adapted to accommodate changing regulations and policies. One feature Hill particularly likes is Group Entry, which allows supervisors to work with their direct reports' time. "It's a terrific tool," he says.

Many Earl users enter their own time via kiosks or the web, but the company still has employees whose job is dedicated to collecting time. However, the use of WorkTech has allowed Earl to reduce the labor required for this function by 25-50%, estimates Hill. In addition, the use of WorkTech has allowed Earl to cut one day off the cycle from confirming time to payroll. This significant savings is a direct result of WorkTech's ability to capture data both quickly and accurately and is a dramatic improvement compared to the previous system.

"I can't say enough good things about WorkTech," says Hill. He is looking forward to improvements and new functionality such as enhanced reporting and management dashboards that will be introduced in the next version of WorkTech Time Suite.

WorkTech's Time Suite® software enables immediate savings on time and attendance data collection and reporting. Validation of employee leave and other benefits ensures compliance with company policy and government regulations. Its highly flexible configuration allows enterprises to collect complex time and attendance data efficiently. The end result is direct cost savings, fewer errors, and the information needed to allow facilities and operations management to increase departmental efficiency.

WorkTech Time is ideal for these types of organizations:

- Have a skilled, high-value workforce that engages in a variety of tasks.
- Seek to eliminate costly duplicate data entry to multiple disparate systems.
- Need to transfer timely and accurate labor-related data and cost information to other corporate systems.
- Need to track labor spending and project costs efficiently and effectively.
- Have a wide variety of worker types and bargaining units.

Work Time Manager™

Work Time Manager is a set of applications that facilitate manpower planning and forward workload projections. It is an integrated module of WorkTech Time.

Leave Time™

Leave Time is a comprehensive and flexible leave management system enabling you to enter and manage leave requests according to your business rules.

WorkTech Messenger and Alerts™

WorkTech Messenger and Alerts is a multi-function communication tool that enhances WorkTech Time with automatic, personalized email alerts and information to management, staff and employees.

For more information

WorkTech can help your organization reduce costs and improve accuracy of labor reporting across multiple systems. To find out more about WorkTech Time Suite and upcoming enhancements, call 617-625-5888 or email sales@worktech.com.