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UKG for YMCA

Leveraging your workforce to further your mission

Operating a nonprofit organization can be demanding — especially when you're facing reduced funding from government and private sources just as demand for services surges. You need to work harder than ever to deliver new programs and initiatives that support members — and you have to do it with an ever-tightening budget. Add in difficulty managing a dynamic workforce across multiple jobs and locations, and the challenges grow.

Also, just because your YMCA is not-for-profit doesn't mean you don't need to operate as efficiently as for-profit companies. You face many of the same issues — such as engaging employees, increasing productivity, controlling labor costs, and minimizing compliance risk — but you have to balance these with supporting quality programs to those who depend on them every day.

With labor accounting for a large portion of your budget, your workforce represents your greatest opportunity to achieve this balance. UKG for YMCA can help you attract and retain best-fit employees and manage them more cost-effectively to deliver safe, quality services to your members while reducing costs and reallocating savings into furthering your critical mission.

Control costs — and enrich the lives of members and the community

Controlling labor costs with time-consuming, error-prone manual processes or disparate systems can be difficult. And for a YMCA, it can be even more complex. With a high percentage of part-time, temporary, and seasonal workers who work multiple jobs across departments, branches, and locations, you need a centralized solution for tracking your workforce and its associated costs.

UKG for YMCA automates the management of your complex workforce to help you reduce payroll errors, apportion costs accurately, and budget more proactively. Advanced reporting capabilities give you a clear picture of how labor expense is allocated across branches, programs, and grants so you can see exactly where your budget dollars are going.

Key benefits

Control costs and reallocate savings into programs that enrich the lives of members and the community

Maintain a safe, positive environment for members and staff by hiring quality employees

Engage your multigenerational workforce through mobile access, schedule flexibility, and more

Improve productivity so that employees can focus on supporting your mission

Minimize workforce compliance risk to protect both employees and the YMCA

Additionally, with multiple data collection methods for both on-site and mobile employees, including web, time clock, and smartphone/mobile device support, you can be confident that employee time and attendance information is accurate and complete — even when your employees are off site.

The UKG™ (Ultimate Kronos Group) solution allows you to proactively control overtime with real-time alerts that notify you when employees are approaching hourly thresholds, which can help you manage costs and requirements related to the Affordable Care Act (ACA).

Deliver safe, quality programs to the community

Providing quality programs and services begins with hiring the right people. UKG helps streamline the hiring process with multiple job applications and integrated background checks to identify dependable and qualified workers more efficiently and onboard them more quickly. By automating and centralizing hiring, you not only improve efficiency but also reduce the risk of approving ineligible staff and volunteers.

The UKG solution gives you the visibility to turn workforce data into better decisions that improve the quality of your programs and services. By identifying trends and outliers in absenteeism, tardiness, employee productivity, turnover, and overtime costs, you can improve efficiency, better meet member needs, and support your mission.

Minimize compliance risk with accurate information

UKG for YMCA lets you apply and enforce policies consistently across your organization, giving you better control over managing employee attendance and leave information as well as FMLA compliance. You get the tools you need to pay employees accurately, improve compliance with FLSA and the ACA, and manage the risks associated with employing minors.

When dealing with part-time, seasonal, and volunteer staff, you need to make sure that your schedules cover all safety and regulatory requirements. UKG helps ensure that only qualified and certified employees are scheduled for specific tasks, staff-to-participant ratios are compliant, and licenses and certifications are up to date.

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Enhance employee engagement for everyone's benefit

It only makes sense that happy, engaged employees are going to be more effective in providing services and interacting in the community. And with a workforce that includes many high- school and college-aged employees, that means you need to communicate with them in the ways they prefer.

With UKG, you can offer all your employees workplace autonomy through mobile access, schedule flexibility, views of their benefits options, and more. This motivates everyone to do the best job they can, and in turn leads to a more positive environment for both staff and members.

UKG and the Y: A proven partnership

UKG is partnering with YMCAs across the country to better manage their workforce. We have the experience to help you achieve that essential balance of managing your workforce cost-effectively while providing high-quality programs and services to the community.

We can help you attract, retain, and manage a best-fit workforce with our easy-to-use and easy-to-own solution. When employees and managers aren't bogged down with routine workforce management tasks, they can spend their time delivering quality services to members and can focus strategic energy on how to expand or improve these initiatives.

Put UKG for YMCA to work for you:
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