

Organisation: FÁS



Training & Employment Authority

Overview: FÁS – The Training and Employment Authority, was established in January 1988 under the Labour Services Act to provide a range of services to the Labour Market in Ireland. FÁS is divided into 8 regions plus Head Office, comprising of 20 Training Services Units and 66 Employment Services Offices. There are currently approximately 2,400 employees in FÁS. The FÁS mission statement is “to increase the employability, skills and mobility of job seekers and employees to meet labour market needs, thereby promoting competitiveness and social inclusion”.

Number of Employees: 2,400 approx spread over 66 offices and 20 training centres nation wide

Core Modules in Place: CorePersonnel, CoreTime, CorePay, CorePension, CoreExpense, Core Employee Self Service, Core Business Intelligence, CoreDBA, CoreDR

Implementation Date of Core Business Intelligence: 2004

Challenge: With so many of the CoreHR suite of modules in place, FÁS had a wealth of HR information at their disposal. FÁS management realised that they were not fully taking advantage of the contribution that analysing this information could make to the organisation as a whole.

Solution: Core provided FÁS with Core Business Intelligence for CoreHR modules CorePersonnel, CorePay, CorePension and CoreExpense. Core have provided FÁS with

the ability to report on all aspects of HR, creating ad hoc queries and reports on HR costing, personnel, sources, vacancies and expenses.

Benefits:

- The CoreBI solution has allowed FÁS to gain a comprehensive view of how the organisation is performing as a whole, and to monitor and analyse their most valuable asset their employees.
- Managers and supervisors can now quickly and easily identify areas of concern or under performance and take instant corrective action. This ultimately leads to a better service being provided to FÁS clients.
- Cost Saving: Management can locate areas of high payroll costs including overtime, absence and travel expenses and can determine the best course of action in reducing these costs where possible. Managers can test changes by modelling what if and forecast reports, guaranteeing that their actions will reduce payroll expenditure. Through this functionality FÁS have ensured that every cent they are spending is being used in the most effective way possible.

Speaking about Core Business Intelligence (CoreBI) Sinead Thornton of FÁS commented:

“CoreBI is a very powerful reporting tool which has benefited not only the Human Resources Department but the organisation as a whole. The speed and flexibility of Core Business Intelligence has allowed us to develop and to deliver a wide range of reports and analysis in which data can be presented very simply or in a more complex format. All HR organisational reporting (staffing levels and profiles, staff movements, organisation structure, manpower planning and forecasts, salary administration, absence management) is managed by CoreBI. We have shared a range of CoreBI reports with our Managers throughout the organisation to assist them in the management of their own business areas. Other Sections within FÁS who use CoreHR (Payroll & Travel & Subsistence and Pensions) also get great rewards from using CoreBI.”