coactive

Ensuring fair pay, transparency and productivity for Expanco employees.

CASE STUDY:

Expanco

Date:
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About Coactive

Coactive builds innovative and intelligent business applications on our proprietary software development platform using rapid application development workflows and technology.

www.gocoactive.com

Ensuring fair pay, transparency and productivity for Expanco employees.

The Client

501 (c) (3) non-profit agency that provides vocational services to adults with severe disabilities. Founded in 1980, EXPANCO was one of Tarrant County's first programs designed to provide secure employment opportunities for adults with developmental disabilities.

EXPANCO provides services and supports its operations through a competitive packaging / assembly plant and secure document destruction. EXPANCO assists hundreds of deserving adults each day in an effort to maximize their independence earnings potential and social skills.

For more information: https://expanco.com

The Challenge

The adults who are employed with Expanco have developmental disabilities. To ensure that every employee was being paid fairly, Expanco were challenged to implement a unique payment structure and payroll process. The typical "pay by the hour" model doesn't work for this team as some employees are higher functioning and can therefore work longer hours, so instead they pay by productivity. Expanco were looking for an application for their payroll system that could meet very specific needs including tracking progress, time, and output. The search to find the perfect partner had already been ongoing for more than 10 years. Hiring a developer was too costly for a non-profit, but with the development of low-code/no-code platforms like Coactive, this was no longer an issue.

The Solution

Expanco chose to partner with Coactive to a) create the application, b) host the platform and c) to provide all on-going assistance and maintenance. All of Expanco's requirements were integrated using Coactive's Interactive Rapid Application Development workflows and high frequency feedback loops with the Director of Operations and floor supervisors, meaning that conversations were near constant during the developmental phase.

All it took was a simple discovery call for Coactive to fully understand the client's needs and create an app that easily allowed Expanco to track each employee and each job function to properly compensate their team. Expanco has also come back to Coactive over the nearly two years that the app has been in use to add features and tweak functions.

The Results

This project not only saved Expanco time and money, but it helped the company continue to achieve their goal of providing jobs to developmentally disadvantaged adults.

Expanco's VP of Operations is a continued customer reference for Coactive, and the Coactive team had a great time serving a customer that is doing something so important for our economy.