

## CASE STUDY

# How Apave accelerated onboarding and improved employee retention

Apave, an international risk assessment specialist, used AODOcs' third-generation Document Management platform to automate recruitment and onboarding workflows. The solution helped **reduce employee churn by four percentage points while ensuring compliance**. According to Apave's HR Project Development Manager, over a thousand managers worldwide rely on AODOcs today.

### Challenges

#### **Siloed workflows = Slowed-down growth**

As a fast-growing global professional service provider, recruiting and onboarding efficiently and fast are mission critical for Apave. When the company recruited 2,000 new employees annually over three years, it faced **disorganization and siloing in its hiring processes, onboarding workflows, and training practices**.

#### **Fragmented practices = Less candidates, poorer quality**

As each worldwide agency had its disparate way of doing things, candidate recruitment and new employee integration lacked consistency across departments and teams. Apave's HR department faced a double risk: **shrinking candidate pool and diminishing quality of job seekers**.

### Solutions

- The platform's intuitive interface and flexibility let Apave's managers **easily define and shape recruitment and onboarding processes** with a straightforward, step-by-step approach.
- **Targeted and adaptable document notifications** added another layer of precision, speed, and control to recruitment and onboarding. Each manager knew which actions to take and at which precise moment along a clearly defined process.
- Robust control of admin and user rights and restrictions meant only authorized personnel could access sensitive information. It **ensured employee privacy and the company's data protection requirements**.
- **AODOcs continuous development and auto-upgrades** transformed maintenance and configuration into an easy and simple part of daily practices.
- Thanks to its clarity and agility, **introducing AODOcs to a thousand managers and setting up the platform were fast and straightforward**.

# Wins and Results



The company's **employee churn rate decreased by up to four percentage points**. This **boost to workforce retention** saved time and money, and improved the work culture.



With easier, faster and more secure recruitment and onboarding, **managers invest their freed-up time in added-value activities such as training**.



AODocs enabled Apave's HR team to **consolidate and improve the candidate experience** based on a **clearly defined integration path**.



The third-generation Document Management System has been adopted and used by a thousand managers company-wide, **boosting communication and collaboration** across dozens of countries, teams and risk assessment projects.



Apave is now **looking into the potential that AODocs' reliable Generative AI capabilities** might bring with its smart assistant, applied only to the right documents and intelligent processing from various non-structured data sources.



The better-than-before onboarding led to a **faster ready-for-action** training path for new employees. Thanks to a shorter "ramp time" - that crucial period between an employee's first day and the day they become fully productive - Apave saved money and time for itself and its clients.

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*AODocs is fully integrated into our managers' practices. It means better recruitment, better onboarding, and even better employee loyalty. It also means we can invest time in training and recruitment.*

Géraldine Vincent  
HR Project Development Manager  
Apave



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