Overview

At KPMG, we’ve created an employee onboarding solution developed directly out of the expertise we bring to clients every day. KPMG OnBoard offers a new perspective on an age-old problem: how to make sure new hires enter your business feeling confident, inspired and fully prepared to add value from day one.

Our state-of-the-art, digital solution has the potential to make a significant impact on your business. KPMG OnBoard gives you the flexibility to build the features your business needs, enabling you to engage, connect and empower new hires from the beginning. It reflects the way people interact digitally, helping you build relationships with new hires, from the day they get an offer through to their first three months on the job.

KPMG OnBoard works across three different work streams – new hires, HR professionals and hiring managers – providing transparency and connectivity among all stakeholders in the onboarding process.

A Case for Change

Every year, 25% of the U.S. population experiences a career transition. However, the new role doesn’t always last. 50% of all hourly workers leave new jobs within the first 4 months of employment. 50% of external senior hires fail within the first 18 months. It’s really within the first 6 MONTHS that people decide whether or not to stay at a company: 86% to be exact.

It can improve:

- RETENTION RATES
- TIME TO PRODUCTIVITY
- CUSTOMER SATISFACTION

EFFECTIVE ONBOARDING IS KEY

And this turnover can be expensive: the cost to bring on a new employee can be as high as 150% of that person’s salary.

New employees who go through a structured onboarding program are 58% more likely to be with the organization after 3 years.

References:
Bauer, Talya N., Pd.D. Onboarding New Employees: Maximizing Success. SHRM Foundation
The KPMG OnBoard Experience

KPMG OnBoard connects everyone involved in the process – from HR professionals and hiring managers to the new hires themselves – encouraging communication and enabling early productivity.

Meet Elizabeth
Elizabeth – a new hire – is excited about her new career but feels overwhelmed about the onboarding process.

Meet Henry
Henry – an HR professional – knows the onboarding process can be improved, but isn’t sure how to enhance the way he manages all of the new hires.

Meet Hillary
Hillary – a hiring manager – wants to stay connected with the onboarding process and her new team member, even after an offer is extended.

Preparing for Day One
KPMG OnBoard is flexible, adjusting to your business needs and featuring an intuitive dashboard that new hires can easily navigate. Whether Elizabeth is watching a welcome message from the CEO, getting to know her future team, or organizing her induction activities, KPMG OnBoard allows Elizabeth to prepare for the beginning of her new career. By relieving potential anxieties and giving employees the tools they need to excel, you can instill a sense of confidence in your business – and their role in it.

Making a Connection
HR representatives like Henry have a clean, informative dashboard to monitor onboarding for new hires. From at-a-glance updates to a critical information stream, this flexible and interactive tool can be adjusted to match the needs of your processes and tasks. This solution streamlines a once-painful process, offering a convenient way to stay in touch and interact with new hires, keeping the employee experience a top priority.

Getting the Details
Hiring managers can often feel disconnected from the process once the offer letter is signed. KPMG OnBoard’s easy-to-use dashboard provides the information and ownership that managers crave, creating transparency and awareness across departments. It also offers a pipeline of new hires, helping hiring managers like Hillary to keep a realistic view of the onboarding timeline and allowing them to remain a part of the process.
The KPMG Difference

At KPMG, we’ve built our business on understanding yours. We focus on creating tangible value for our global clients, working together to streamline and improve their HR operations. Now, we’ve created a state-of-the-art, digital solution with a responsive user experience. Supported by the knowledge and insights we bring to organizations, it offers a new perspective on the challenges you face.

KPMG has the scale, expertise and capability to develop and implement cutting-edge solutions. We’ve utilized data to support an employee-focused solution with a more connected, human experience. KPMG OnBoard provides the platform to automate a once manual process, decreasing time to productivity and alleviating the pain of traditional onboarding. We’ve simplified the process of onboarding into a flexible, user-friendly and highly interactive experience, focusing on the employee as the top priority.

KPMG OnBoard provides a unique view by keeping the new employee front and center. When designing this solution, we understood that to increase employee retention and satisfaction, we had to create a tool centered on providing an exceptional user experience. By valuing the employee’s perspective, we can meet their needs from the day they receive an offer through to their first few months on the job.
Features and Benefits

Onboarding is your first opportunity to make an impact. Instead of being about completing paperwork or checking boxes, it should be an experience: one that engages, connects and empowers new employees from the beginning. Some of the features and benefits of KPMG OnBoard include:

**Leveraging ServiceNow**
KPMG OnBoard leverages the ServiceNow enterprise service delivery platform to easily enable workflows, approvals and integrations. This allows current ServiceNow clients to maximize their existing investment in this leading platform, delivering a unique employee onboarding experience.

**Compliance and Security Controls**
This solution gives organizations the ability to facilitate electronic acknowledgement and authorization, which is required for numerous tasks. It also has the flexibility to support multiple user profiles and their respective security privileges.

**Integration with Existing Systems and Third Parties**
KPMG OnBoard integrates with your existing enterprise systems such as HR, talent management, facilities, IT and others, providing a connection for the transfer of data and tasks.

**Modern Design for the Mobile Workplace**
KPMG OnBoard is mobile-enabled with a modern, responsive interface. All tasks, social connections and data visualizations are designed to alleviate anxiety around starting a new position. This empathy-driven approach leverages behavioral research, with real-world insight to deliver an onboarding solution that works. The experience is designed and tested for appeal across multiple generations in the workforce.

**Connecting Silos**
This solution provides a unified view through which new employees, HR professionals and hiring managers can see the progress and status of multiple siloed onboarding tasks and activities. This visibility and transparency into the end-to-end onboarding process ensures all activities happen as they should and new employees have a positive and successful onboarding experience.

Contact Information

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