

Solve Modern Challenges with Modern Solutions for HR Teams in Manufacturing

Human resources teams are facing several unique issues when it comes to recruiting, managing and retaining a manufacturing workforce. Staffing shortages, labor strikes, worker safety and skills gaps are just a few of the challenges manufacturers' HR teams must solve to stay competitive in today's all-digital world.

DocuSign is helping HR teams digitally transform how they handle massive amounts of agreements and contracts. From electronic signatures to end-to-end contract lifecycle management, DocuSign solutions help manufacturers ensure exceptional experiences and interactions across all of their business relationships.

Attract, onboard and retain a skilled workforce

The recently passed [infrastructure bill](#) is expected to create half a million more manufacturing jobs by 2024. However, according to a recent study by Deloitte and The Manufacturing Institute, there could be [2.1 million manufacturing jobs unfilled by 2030](#). Recruiters can get ahead by leveraging DocuSign pre-built templates for common candidate documents like offer letters, I-9 and W-4 forms. Of course, recruiting a worker is only half the battle. Many candidates—for full-time or contingent employment—drop off midway through the process due to laborious onboarding documents. DocuSign [Signing Insights](#) is a data visualization tool that analyzes signer behavior and where candidates drop off in the onboarding process, allowing admins to alter templates and forms to improve abandonment rates.

Return to factories safely

Manufacturing plants have historically had to maintain strict compliance with OSHA regulations, including requiring machine lockouts and guards, wearing PPE, posting health-related notices and maintaining records of workplace injuries and illnesses. You can use [Clickwrap agreements](#) to gain consent to new or updated guidelines, practices and safety codes while allowing HR staff to manage policy versions. And the [Bulk Send](#) feature in DocuSign eSignature enables you to share a standardized document with many recipients at once. When documents are signed, they're automatically centralized for tracking and filing.

Results

61%*
increase in candidates accepting offers

46%*
faster onboarding time

43%*
decrease in candidate application abandonment rate

39%*
increase in employee satisfaction

“75% of our envelopes are being completed in less than seven days. It used to be weeks. Additionally, the system notifies the next person in line the minute their action is required. Now we can have multiple parties post comments, edit and ask questions directly in the document while tracking changes with a secure, digital audit trail.”

Gord Keith
Technical Operations Manager
Thermo Fisher

Manage employees in union contracts

The manufacturing industry is one of the most unionized industries in the U.S., with over half of the organizations in Industry Week's 50 best U.S. Manufacturers claiming union membership. Working with union contracts adds another level of complexity to managing workers, as companies must comply with each union's collective bargaining agreement. Now HR teams can use [PowerForms](#) to generate on-demand, self-service documents for signature. And employees can easily access and sign forms with no extra work from HR, such as workers' compensation, grievance procedures, accident reporting and leave of absence requests.

DocuSign for Human Resources

Today's workforce has grown up in a digital world, and they expect mobile, convenient and connected experiences. Printing, signing, scanning or physically returning paperwork such as offer letters, releases for background checks, and employee handbook acknowledgments is a hassle and outdated. DocuSign offers a simpler, digital-friendly hiring and management experience, enabling candidates and employees to sign all documents from anywhere, on practically any device.

eSignature

Send and capture signatures for candidate and employee agreements in minutes with mobile forms that work across devices while maintaining a complete audit trail.

PowerForms

Automate the staff signing process by generating and embedding self-service forms, capture signatures and data from anyone (even if they don't have a DocuSign account), reduce document preparation time and pull collected data into your existing applications effortlessly.

Bulk Send

Easily import a .CSV file with your list of contacts and send employee agreements to multiple recipients simultaneously, eliminating the need to create and send separate envelopes.

SMS Delivery

Instantly reach candidates and staff on their mobile devices with real-time updates by sending SMS notifications and linking directly to contracts within the notifications, so they can sign important documents instantly from their mobile devices.

CLM

Manage the entire hiring and onboarding process for complex employment agreements—from automated generation and real-time negotiation to drag-and-drop workflows and powerful search.

Integrations

Easily embed DocuSign solutions into your existing tools—including Workday, SAP SuccessFactors, Oracle HCM and Greenhouse—with 400+ pre-built integrations.

Use Case Examples

Recruiting

Offer letters
NDA
Background check consent

Onboarding

W-4 and state tax forms
I-9 forms
Handbook acknowledgment
Payroll forms

Compensation

Employee time cards
Overtime request form
Relocation agreements

Performance management

Performance evaluations and improvement plans
Goal documentation

HR admin

Contractor agreements
ACA documentation
Role changes
Security and training materials
Annual policy updates

Benefits

Summary plan descriptions
Contracts
Required annual notices

Offboarding

Termination certificates
Severance notifications

To learn more, please visit DocuSign for **Manufacturing** and DocuSign for **HR**.



About DocuSign

DocuSign helps organizations connect and automate how they navigate their systems of agreement. As part of its industry-leading product lineup, DocuSign offers eSignature, the world's #1 way to sign electronically on practically any device, from almost anywhere, at any time. Today, over a million customers and more than a billion users in over 180 countries use the DocuSign platform to accelerate the process of doing business and simplify people's lives.

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