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Fountain



The annual listing of 10 companies that are at the forefront of providing Employee Onboarding solutions and impacting businesses

Fountain

Elevating the Employee Onboarding Experience to a New Level

Onboarding plays a vital role in defining and shaping the employee journey. An employer makes the first impression on employees not when they turn up on their first working day, but from the very first interaction itself. By delivering an excellent employee onboarding experience, organizations open doors to lasting and mutually beneficial employment relationships. However, companies that invest thousands of dollars in recruiting talent, hardly spend any time or money on employee onboarding. While employee onboarding can be highly time-consuming and labor-intensive, the lack of investment in digital technologies is also a barrier to making the process faster, more effective, and efficient. Fountain—an all-in-one high volume hiring platform—is rightly positioned to empower the world's leading enterprises with the capability to find and hire the right people through smart, fast, and seamless recruiting. "Organizations must be world-class at finding the right people, hiring and onboarding them effectively, and ensuring they are productive and happy. If you fail at onboarding, you wipe out all of the important work you have done in the other areas," says Sean Behr, CEO of Fountain.


Sean Behr

Behr believes the hiring market, especially the hourly hiring space, hasn't been more challenging and competitive in the past 50 years. To this end, digital infrastructure and digital investments are becoming inevitable for companies to succeed in their hiring endeavors. "It all starts with getting prospective employees to apply for the openings. The companies then evaluate the applications to identify the candidates fit for the role. Following this is the onboarding process, entailing paperwork, logistics, and more. Companies that carry out this process effectively will have their pick of the best people," comments Behr.

To this end, Fountain follows a holistic hiring process. With "all-in-one holistic hiring," Fountain helps organizations attract and hire the right people for the job, quickly. Through best practices, Fountain enables companies to become their own leaders in digital talent acquisition, getting more people to apply for the job. Further, the company offers a single system that guides all the applicants through a streamlined, effective, and efficient hiring process. Be it a warehouse worker, a frontline healthcare worker, a call center operator, or a fast-food restaurant employee, Fountain helps organizations quickly identify the right talent and exceed their hiring goals.

Amidst the challenging constraints in the labor market, Fountain creates an exceptional candidate experience by making the job application process mobile-friendly. Fountain's platform provides prospective employees with the advantage of applying for a job either from their mobile device or via a mere text message. Additionally, Fountain deploys controls and safeguards of the highest compliance standards to protect their customer's data and is SOC 2 Type II certified.

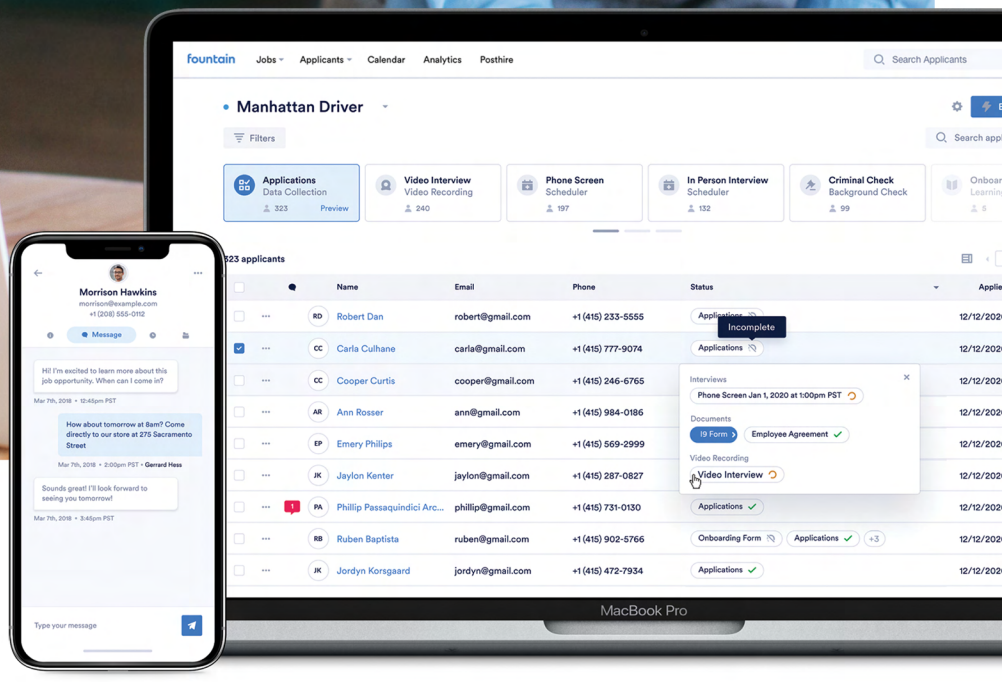
What differentiates Fountain is its exclusive focus on the hourly hiring market, empowering companies to optimize their hiring and onboarding process with more intelligence and speed. As a testament to this, Behr recalls their engagement with one of their clients in the retail e-commerce space. Before implementing Fountain, the client was taking three to four weeks to hire and onboard an employee. However, the new recruits had already started working elsewhere by the time the client could welcome them on the first day of work. Utilizing the Fountain software, the client hired employees in less than eight days, which resulted in a much higher success rate of hiring and onboarding.

As an API-first company, Fountain has integrated with numerous technology providers and websites and is keen on working with other players in the space to deliver the best experience to customers. The company envisions being a solution that enables customers to work with the background check provider of their choice as well as test and integrate with other providers to make the right decisions for their business. On the other hand, Fountain plans to invest more in technology to bring the benefits of artificial intelligence and machine learning to bear, thereby enabling companies to make better hiring decisions. With a large international customer base, which includes several Fortune 500 companies, Fountain aims to become a global leader in the industry. Apart from this, Fountain will continue to do what it does best—helping companies hire hourly workers at scale with technological innovations.

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