



Sage HCM for Construction

Take control of construction HR and payroll in-house on a single, unified platform built for the complexity of your business—so you can reduce risk, stay compliant with federal and provincial regulations, and control labour costs across every project.

Sage HCM for Construction is purpose-built to handle the realities of construction—connecting HR, payroll, and workforce data in real time.

- Manage union payroll, project-based wage requirements, and multi-provincial compliance with confidence—while supporting salaried and hourly employees.
- Connect workforce data to job costing and financials for real-time visibility.
- Streamline hiring, onboarding, performance management, and payroll for both field and office teams.
- Bring your entire workforce—from field crews to office teams—together in one unified system.

Sage

One platform for your entire construction workforce

Sage HCM runs on a single unified database, connecting HR, payroll, and project data in real time. Now, you can eliminate silos, duplicate entry, and gaps between the field, payroll, and finance. Workforce data flows seamlessly from time capture to job costing, giving you a complete, accurate view of labour costs across every project.

Workforce visibility across your business

Centralize employee data, roles, certifications, and workforce activity across jobs, locations, and entities across field crews, office staff, and project teams.

Payroll built for construction complexity

Handle union agreements, multi-rate crews, and standard payroll for office and field teams with ease across provinces.

Connected workforce and financial data

Sync HR, payroll, and labour costs with job costing and financials for real-time visibility and better decisions—powered by integration with Sage Intacct Construction and Sage 300 CRE.



HR

- Centralize employee data, roles, certifications, and compensation
- Track workforce across jobs, locations, and entities
- Enable employee and manager self-service
- Manage workforce administration, including roles, reviews, and employee records



Payroll

- Support union agreements and project-based wage requirements across jurisdictions
- Process salaried, hourly, and multi-rate payroll across your workforce
- Manage multi-provincial and multi-entity compliance
- Capture time and expenses and track labour accurately by job and cost code
- Comply with CRA requirements including T4s, ROEs, CPP, EI, and applicable provincial payroll taxes



Talent

- Streamline hiring and onboarding
- Conduct construction-focused screening with AccuSourceHR
- Track training, certifications, and compliance
- Manage performance and improve retention across field and office teams

95%

Customer satisfaction rating

40+

Years' building exceptional payroll products

50+

Years' of deep construction technology expertise



Sage HCM + AI

Sage HCM uses AI where it matters most—spotting anomalies, surfacing insights, and accelerating approvals. All while keeping people firmly in the driver's seat.

AI-Powered assistant

Efficiently check time balances and more.

Predictive analytics

Gain insight and forecast trends to stay ahead.

Offer letter generation

Automate personalized offer letters for your top candidates.

Policy creation

Develop comprehensive company policies with ease.



The largest and most trusted partner network in the industry

We get it — taking the leap to invest in new software can feel overwhelming. Having a partner that understands how you do business is key to ensuring your success. We're proud to have built the largest and most experienced partner network in the construction industry, which means you'll have experts by your side during your software transition who have worked with companies just like you.

What makes our partners exceptional is their commitment to going beyond implementation by helping you meet your goals, sharing best practices, and accelerating your growth.

“We used to go all the way to the end of our direct deposit timeline deadlines. Now, we are able to process a live payroll within two business days. So they shaved off like a day and a half [of the payroll process].”

“For the level of service, the ease of use, and just the interface that we deal with on a daily basis — it's definitely worthwhile.”

—Eric Ogawa, Controller, BAPKO Metal





See how you can take control of HR and payroll—backed by decades of trust and experience.

**sagecre.com
800-628-6583**



Sage

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