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From the sandpit to the spreadsheet: How Global Sky is making childcare HR less chaotic

Case Studies



From the sandpit to the spreadsheet: How Global Sky is making childcare HR less chaotic

Published July 1, 2025 | Updated August 1, 2025 | 1 min read

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Global Sky
Education

At a glance

Company	Global Sky Education
Location	Capricorn Coast, Gold Coast and Adelaide

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and need one place for

- ✓ You want to empower local leaders to manage staff while maintaining compliance.
- ✓ You work in childcare or a similar compliance-heavy, multi-site environment.

A childcare provider with growing needs

[Global Sky Education](#) is a thriving childcare organisation operating eight centres across Australia. With 180 – 200 staff and a need to remain compliant, connected and consistent across all locations, the HR admin burden was growing. The team relied on multiple systems; Kronos, Xero and others to manage their people data, payroll and compliance – making daily operations disjointed and time-consuming.

“We had three separate programs to do what Employment Hero now does in one,” said [Billy Smith](#), Talent Advisor at Global Sky Education. “It was incredibly manual and I was constantly switching tabs to get the information I needed. It was time-consuming and just wasn’t scalable anymore.”

A single platform for everything HR and payroll

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When Billy Smith first contacted us about Employment Hero, they were seeking a platform that could support their pace of

...very involved but incredibly such as contracts, pay levels time in my role supporting the

...ding, Global Sky Education now tform. “The ability to have

Every day efficiencies through smart features

For a business managing a mobile and dynamic workforce, daily admin tasks can pile up quickly. That's why [rostering](#), time sheets and clock-in/clock-out features are some of the most valuable tools in Employment Hero's toolbox.

"We use rostering and timesheets every single day. Having that integrated with the clock-in/clock-out feature in the same app has made a big difference," Billy explained. "It's helped us manage staff who work across different centres and made our day-to-day smoother."

The digital nature of the system means Billy can quickly assist centre managers from afar, troubleshoot issues and oversee all staff movements with a few clicks.

Empowering managers and decentralising HR admin

One of the most significant shifts Billy noticed was how Employment Hero helped transfer ownership of HR tasks to individual centres.

"Our centre managers now have the tools and access to monitor their team's compliance, pay level progressions and onboarding," Billy said. "It's significantly reduced the amount of chasing I need to do – they're taking ownership themselves."

By allowing the managers to track certifications like Blue Cards and ensure their teams meet industry requirements, Employment Hero has decentralised key HR processes without sacrificing compliance or control.

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Childcare

Global Sky have since found a better way to find their locally talented staff. It's all thanks to our locally talent search.

and more – it's useful having

everything is documented: "I can look back at it all later. It's all visible in one

Seamless onboarding and standout support

With 180 new contracts needing distribution earlier this year, Billy put Employment Hero's [contract generation](#) and kiosk onboarding tools to the test.

"It was a mission setting up ten new templates," Billy said with a laugh. "But once they were ready, it made it so easy to roll out those 180 contracts. It was just a matter of hitting send."

Billy also highlighted the value of Employment Hero's support: *"Compared to other platforms, the support team is amazing. They're really helpful when I need them. That makes a big difference."*

Making work easier so educators can focus on what matters

At the heart of Global Sky Education's adoption of Employment Hero is a desire to make work easier for everyone, from head office to the classroom.

"It's not just about saving time, it's about allowing our people to focus on the kids and not the admin," Billy said.

The features that help keep a childcare organisation like Global Sky Education compliant, connected and confident are the same features that can help others across the sector, especially those with multiple sites or compliance-heavy workflows.

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Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the lands where we live, learn and work.

What we do

Employment Hero is an end-to-end HR, payroll and recruitment solution designed for Australian

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