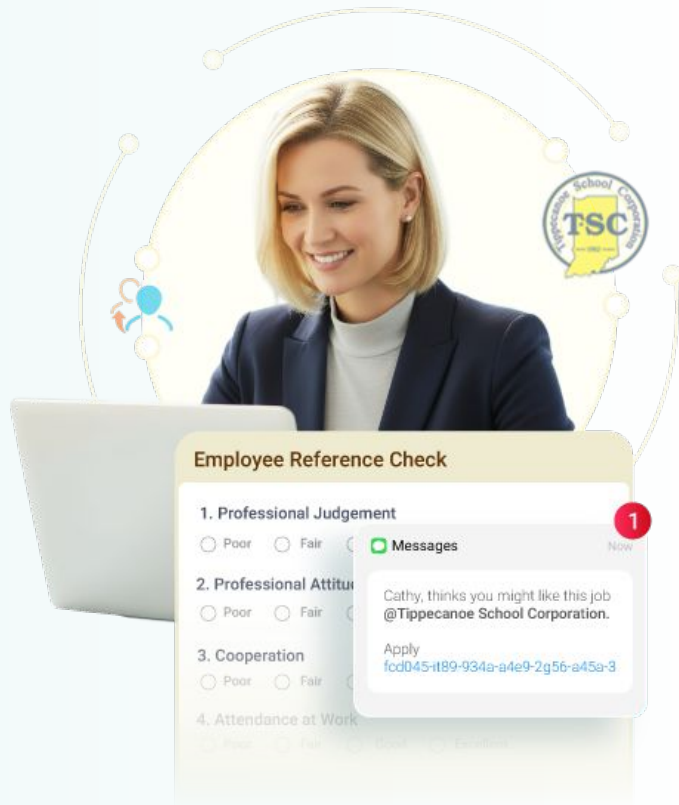


K-12 EDUCATION · HUMAN RESOURCES · UKG

How Tippecanoe School Corporation Automated Reference Checks Inside UKG

CloudApper built a fully automated reference-check engine inside the district's UKG Recruiting workflow — eliminating manual follow-up, ensuring Indiana compliance, and giving HR complete visibility.

CUSTOMER

Tippecanoe School Corporation

Client Profile

Tippecanoe School Corporation

A large Indiana K–12 public school district serving nearly 13,500 students across 20 schools in Tippecanoe County. TSC uses UKG as its core HR and payroll platform for recruiting, onboarding, and workforce management — with hiring decisions made by principals across the district.

Students
served

13,500+

Schools
district-wide

20

Geographic
coverage

437 mi²

Core HR
platform

UKG



The Challenge

A Legally Required Process Running on Manual Effort

Indiana state law requires K–12 districts to conduct reference checks for every new hire. At TSC, principals personally called, emailed, and followed up with each reference — then manually logged responses and forwarded summaries to HR.

Key Pain Points

- 01 Hours of manual calls and emails to references per candidate
- 02 Surveys sent broadly to all applicants, not just interviewees
- 03 HR received only summary emails — no access to actual referee responses
- 04 No audit trail or compliance documentation inside UKG

The Solution

A Reference-Check Engine Built Directly Inside UKG

CloudApper automated the entire reference-check workflow within TSC's existing UKG Recruiting system — no new software, no new logins. Everything is triggered, managed, and completed inside UKG.



Interview-Triggered Dispatch

Surveys fire only when a candidate reaches interview stage — no wasted effort



No-Login Referee Experience

Referees respond via a branded, mobile-friendly form — no account creation needed



Auto PDF Generation

Full referee responses compiled into a PDF, stored in the candidate's UKG profile



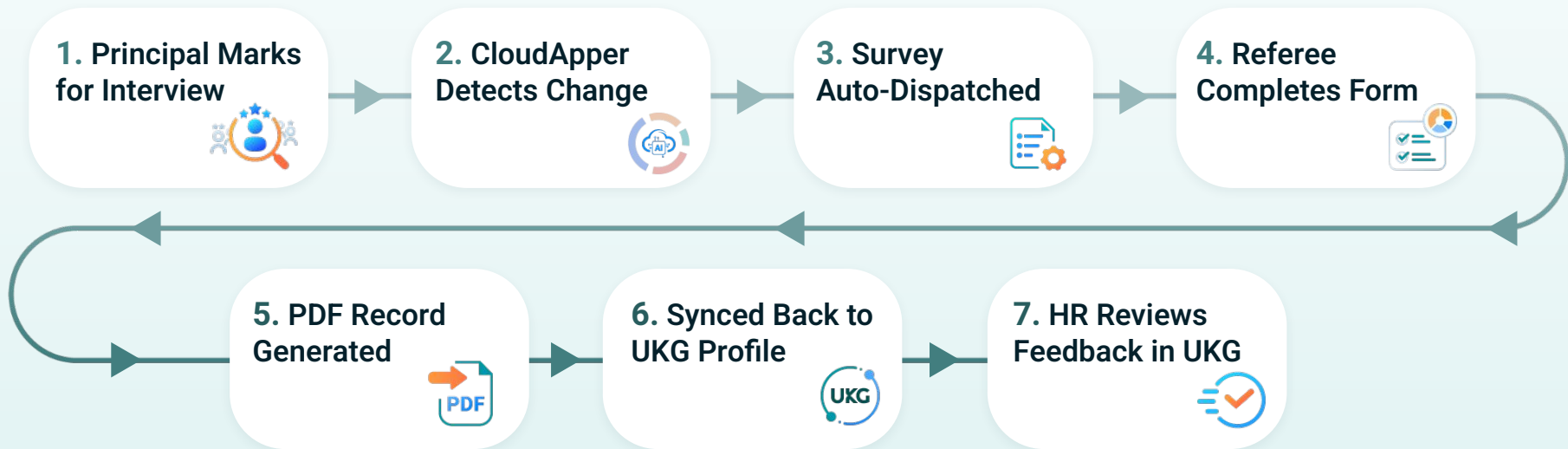
UKG Write-Back

Results sync to UKG automatically — full compliance record with zero manual entry

How It Works

The Automated Workflow

7 steps · zero manual effort



The Outcome

Measurable Business Impact

100%

Reference checks
automated end-to-end

Zero

Manual calls or emails
from principals

Full

Indiana compliance
met automatically

Real-time

HR visibility into all
responses in UKG

Before Cloudapper

Manual calls and emails to each referee

Surveys sent broadly to all applicants

HR received only summary emails from principals

No audit trail or compliance documentation

Compliance heavily depended on manual work

After Cloudapper

One-click automated survey dispatch

Triggered only for interview-stage candidates

Full referee responses visible in UKG for HR

PDF record stored in UKG candidate profile

Indiana legal requirement met, automatically and on record

In Their Words

“ CloudApper helped us automate reference checks right into UKG. It has saved our principals and HR team a tremendous amount of time, and just as important, it's given us a much clearer picture of who we're hiring. That matters a lot when it comes to keeping our students safe. The CloudApper team was responsive and easy to work with from start to finish.

Dr. Douglas A. Allison, Ed.D

Assistant Superintendent for Human Resources,
Tippecanoe School Corporation



ukg.cloudapper.ai/subconnect



sales@cloudapper.ai