



## ORNL Case Study

StaffAE provides technical recruiting acting under a DOE-funded contract

### Contact

865.392.9030 *phone*  
865.392.9031 *fax*  
866.339.8272 *toll-free*  
[info@StaffAE.com](mailto:info@StaffAE.com)  
[StaffAE.com](http://StaffAE.com)

### Company Background

StaffAE, a division of StaffMe.net, is an award-winning business that provides staff augmentation, based in Knoxville, Tennessee. Established in 1997, the Company specializes in recruiting and human resources (HR) services, combined with contracts and other business in governmental and commercial sectors. In addition, the Company provides non-contingent, long-term and temporary staff placements, temp-to-hire and direct-hire positions for various levels of skilled field employees for the architectural and engineering industry.



### Situation

Oak Ridge National Laboratories (ORNL) was seeking immediate assistance in recruiting diversity candidates in highly skilled technical disciplines, including mechanical engineers, electrical designers, electronics technicians, electromechanical technicians, remote handling technicians and target facilities maintenance technicians. In addition, the Laboratory requested an up-to-date candidate pool, which would provide the most qualified candidates available when the positions are vacant.

### Solution

StaffAE customized a recruiting plan to fulfill the stringent requests from ORNL, including online job postings and consultation with placement offices at regional technical schools. The Company implemented a state-of-the-art Web portal which offered numerous benefits including maximizing efficiencies in tracking and managing field employees and job applicants, a high level of encryption for security purposes, applicants have the ability to apply for posted jobs and workflow is built within the Web portal to assist human resources (HR) with the hiring process. In addition, skills test issued by HR Specialists and interviews are scheduled online.

The Web portal also provides field employees access to their own records (i.e. pay stubs, W4, resumes), along with Company documentation. Employee training, skills testing, employee handbook, directory and

insurance forms are easily accessible by field employees. A time tracking system is embedded within the Web portal, and the information is imported into StaffAE's accounting system.

### Benefits

StaffAE is an award winning 8(a) and small disadvantaged business (SDB), with proven results and a low turnover rate. By choosing the Company, ORNL increased their existing recruiting staff without additional budget constraints, assuming no financial risk, administrative costs or payroll burdens. The Laboratory now has the flexibility to evaluate candidates prior to commitment, increasing their existing recruiting resources without additional budget constraints. ORNL and StaffAE have the ability to increase the statement of work (SOW) through simple addendums.

In addition, field employees maintain their personal information which is linked to the StaffAE accounting system, eliminating double entry. Clients can be given access to the Web portal to search our resume database, access information on the field employees who are working under their contract plus manage their own contact information, view their invoices and subscribe to the Company's newsletters and events.