

Fermi National Accelerator Laboratory

Hodes iQ

ASSESS

Fermi National Accelerator Laboratory (Fermilab) is the largest and most advanced high-energy physics laboratory in the United States. Their employment team faced the challenge of recruiting highly skilled, hard-to-find talent for positions throughout the organization. Surrounded by large corporations seeking similar talent in the region, the team was stretched to recruit associates at all levels, from summer day camp counselors to world renowned physicists.

STRATEGIZE

Hodes' subject experts evaluated Fermilab's processes and proposed a strategy of using Hodes iQ to support both new and established methods of recruitment. The team agreed that the greatest challenges were to develop a more productive applicant flow, allow for customized reports (managerial and EEO), and create a paperless application process for the Lab. Because of the unique requirements of a scientifically based governmental institution, Fermilab required an aggressive plan to customize and configure the application to support their specific needs.

IMPLEMENT

Hodes worked with Fermilab to roll out necessary changes while meeting and exceeding aggressive project milestones. To support the specific configuration and customizations, Hodes iQ was utilized to put together several strategic reports to measure and manage each process. At every stage, Hodes provided value added features that improved the Lab's capabilities and reduced costs. Since completion, the Hodes iQ team continues to support the Lab's employment team with training both on- and off-site.

MEASURE

Hodes iQ was able to automate a high percentage of Fermilab's recruitment processes and record significant savings. Utilizing Hodes iQ technology, the Lab has completely eliminated their reliance on third-party recruiters and has reduced their advertising spending by over 50 percent. Within just a few months, Fermilab was able to fully recoup the costs of their original investment in Hodes iQ and the money saved has been redirected into other recruitment programs.

"The difference has been night and day, moving us years ahead of where we had been," said Thomas A. McMahon, SPHR (the Lab's Employment Manager). "With our internet strategy and the ability to post jobs directly from Hodes iQ, we have increased applicant flow tenfold while driving higher quality candidates to our hiring managers. As a result, we have significantly reduced costs for our business partners while raising their levels of satisfaction to new highs."

