



The Customer:

ActioNet

Industry:

Government Contractor

Employees:

140

Geography:

Headquarters in Fairfax, VA, with several nationwide offices

Solution:

Ascentis HR
Cyber Recruiter

“Between Ascentis HR and CyberRecruiter, we enjoy full lifecycle management from tracking initial applicants, to bringing on new hires and then managing employee information, compensation and benefits. It’s a well-integrated solution at a reasonable cost.”

Jeffrey Abish • Chief Technology Officer

ActioNet Enhances HR Management and Recruiting with Ascentis HR and Cyber Recruiter

ActioNet provides advanced IT services to government and corporate clients. The company specializes in software development, information assurance, program management, process improvement, and IT business governance for the Federal government. ActioNet works with over 17 civilian and defense agencies, including the Air Force, State Department, and Department of Labor.

Growing Pains Create HR Challenges

Jeffrey Abish, Chief Technology Officer, recently reflected on his company’s rapid growth. “In January, we celebrated our 10th anniversary. We now have over 140 employees working in the Washington D.C. area, as well as Baltimore, Dayton, San Diego, and New Orleans.”

By 2004, it was clear that the company’s existing methods for tracking HR data needed to be replaced with an integrated solution that could accommodate continued, rapid growth. ActioNet used two proprietary systems to manage HR, both leveraged to a large, and increasingly unwieldy, database.

A team at ActioNet began the search, hoping to find a single point-of-entry HRIS solution that would enable them to eliminate duplicate data entry and redundancy, while reducing paperwork and costs. They also wanted the system to track employees throughout their tenure with the company, and provide managers with increased access to important trends and information.

“We evaluated several solutions, including some very expensive systems such as PeopleSoft,” recalls Abish. “We reviewed all of the features, and chose Ascentis HR based on return on investment.”

Ascentis HR Improves Operational Efficiency “Right out of the box”

To help with the evaluation, Abish contacted HRMS Solutions, a Washington D.C.-based solution provider specializing in human resources.

“HRMS Solutions gave us an initial demonstration that really sold us on Ascentis HR,” Abish relates. “I was impressed with HRMS Solutions – not only with their extensive knowledge of HR products, but also with their ability to help us decide which solution would work best for us.”

Ascentis HR (formerly HROffice) provides complete human resources management functionality, including benefits management, billing reconciliation, attendance, compensation, COBRA administration, open enrollment and FMLA tracking, detailed reporting, and employee correspondence management.

“Right out of the box, it had a lot of the features we needed to manage our workforce,” says Abish. “The top three tabs are employee information, compensation, and benefits – that’s 90% of the game for what we need to track.”

In any organization, managing employee benefits is particularly time consuming. Most companies offer multiple benefit plans, and the rising cost of benefits means employers shop often for lower premiums. It’s important to have a benefits management system with straight-forward plan set-up features.

HRMS Solutions Ascentis
Business Partner of the Year
2006 • 2007

“When you have to deal with the Department of Labor, you can’t slip up. And ActioNet puts a lot of emphasis on process – it’s our specialization. With Ascentis HR, we can pull the required employment data easily, and use it to fill out the Federal forms. We can even export the data to Excel or other formats to include with our submissions.”

Jeffrey Abish
Chief Technology Officer

“Last year, we changed some of our benefits and Ascentis HR enabled us to very easily enter new plans and get employees transitioned,” Abish continues. The technical consultants from HRMS Solutions helped deploy Ascentis HR and transfer employee information to the new system. The data migration was very successful, so the ActioNet HR staff had very little manual data entry to perform when the system rolled out. HRMS Solutions also assisted ActioNet in integrating Ascentis HR with existing applications.

“ActioNet is a great example of how we stay connected to our customers,” says Mike Maiorino, President, HRMS Solutions. “We help them find and implement the right workforce management solutions. As ActioNet continued to have success growing their business, we continued to stay involved and connected to their needs in this extremely fluid economy. Initially, we helped ActioNet find and implement a SQL HRIS solution that required integration to Deltek GCS Premier, then 18 months later, solved their recruiting challenges with Cyber Recruiter.”

Easy Reporting Yields Deeper Insight

Ascentis HR contains user-friendly reporting features that make it easy for HR staff and managers to gain a better picture of their workforce challenges and day-to-day HR operations.

“The reporting function of Ascentis HR has been very good for us. As a manager, it’s easy for me to get a report of my upcoming employee reviews. I can run a fast report to search for employees with specific skills and credentials,” says Abish.

Enhanced Security Keeps Employee Data Safe

When it comes to data security, ActioNet is the expert. “Our specialization in information assurance encompasses all aspects of IT security, including: evaluation of current systems, developing security policies and procedures implementing network technologies, and training,” explains Abish.

Given ActioNet’s expertise, it’s no surprise the company insists on strict security for employee data. “Another thing I like about Ascentis HR is the high level of granularity in terms of security,” he says. “This enables us to define roles and staff members’ access at a level appropriate for their specific needs.”

Reporting Features Ensure Hassle-Free Compliance

All businesses deal with a host of compliance issues when it comes to hiring, compensating, and terminating employees. But, as a federal contractor,

ActioNet is required to do even more compliance reporting than most companies.

“When you have to deal with the Department of Labor, you can’t slip up,” Abish states. “And ActioNet puts a lot of emphasis on process – it’s what we specialize in. With Ascentis HR, we can pull the required employment data easily, and use it to fill out the Federal forms. We can even export the data to Excel or other formats that we can include with our submissions.”

ActioNet also documents employee training and certifications in Ascentis HR to comply with record-keeping requirements for its ISO-9001:2000 and SEISM CMMI® status. “When auditors come in for ISO or CMMI, we can easily show them the training and certification histories for our employees,” says Abish.

Cyber Recruiter Keeps Up with Rapid Growth

“A couple of years back, we needed to automate our hiring process, to better accommodate our rapidly growing organization,” recalls Abish. ActioNet implemented Cyber Recruiter, a web-native recruiting and candidate self-service solution that collects information throughout the talent acquisition process including online job postings, paperless applications, interviews, offer letters, and onboarding. After hire, Cyber Recruiter seamlessly integrates employee data to Ascentis HR.

Abish particularly appreciates the useful reports and work-flow in Cyber Recruiter that allow him to see the status of open positions and amount of applicant activity at-a-glance. “It’s easy for me to see how well we’re doing turning around positions.”

Abish believes he and the staff at ActioNet receive outstanding applications with good value because of their continued relationship with HRMS Solutions. “I appreciate the support ActioNet has received from HRMS Solutions. I look forward to working with them for years to come.”

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