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The University Recruitment & Employability Newsletter from Keystone Talent Bank

The SaaS approach

Keystone is seeing increased interest from universities keen to move away from 'static' in-house recruitment franchises and use the Software As A Service (SaaS) model to remain more agile and reduce costs.

With students and casual workers within a university expecting a more dynamic way to get offered work opportunities and a clear need to move away from paper and spreadsheet based processes, using a single online portal, available 24/7 from any device, has clear benefits for the students and workers- but also the university.



The main benefit of a technology driven approach is flexibility - so a university can first tackle its casual worker management, then its student employability and ultimately create a profit centre for external employers to hire its students, without the need to adjust contracts or going through the pain of re-working an in-house franchise model.

Keystone host Talent Bank User Forum

Keystone has hosted its first Talent Bank User Forum at Brunel University London on 19th May.

This forum brought together existing and prospective users of the Keystone Talent Bank solution to share experiences, ideas and insights.



The event saw a mix of attendees from a number of UK universities and the topics discussed ranged from improving volunteering services, ensuring worker compliance, improved reporting data for TEF, HEAR and DLHE as well as using Talent Bank to create an effective in-house recruitment service.

Malcolm Paice, COO for Keystone commented: *“Our first User Forum has been a great afternoon, a really enjoyable event with a mix of experiences and views on how using flexible solutions like Talent Bank can help a university adapt the services it delivers to its students over time. It’s always interesting to see how different universities have used Talent Bank to tackle different challenges and objectives.”*

Working hours and Tier 4 compliance remain high on the list of the reasons why universities use Talent Bank, along with making it easier to hire students and offer valuable work experience that can be easily measured and reported.

The Talent Bank User Forum was hosted at Brunel University London, who went live with Brunel Talent Bank a year ago.

NASES and the Student Employee of The Year Awards



Each year NASES (National Association of Student Employment Services) encourage universities to nominate their Student Employees of the Year as part of a national campaign to recognise and promote the outstanding contributions of students who effectively combine part time work with their study commitments.

Keystone is a member of NASES and this year sponsored Brunel University London as it shortlisted its winners with a ceremony attended by the Lord Mayor of Hillingdon.



There are a number of categories for which a university can nominate winners, including Employer of the Year (for businesses who demonstrate a strong student employment focus), the Above & Beyond award, Commercial Impact, Job Shop and Step Up to Leadership.

Find out more at nases.org.uk/seoty

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Keystone at the 2017 joint LUPC/SUPC conference in County Hall

On 24th May the London University Purchasing Consortium (LUPC) and Southern University Purchasing Consortium (SUPC) joined forces for a highly successful conference at London's County Hall and Keystone was there fielding questions on its Talent Bank solution for universities.



Head of Account Management for Keystone Anup Mistry (L) and Chief Operating Officer Malcolm Paice at the LUPC/SUPC conference

Keystone are approved suppliers on all major HEI procurement frameworks and Talent Bank provides universities with a VAT friendly, low cost recruitment solution for temporary, permanent and fixed contract workers whilst enabling an institution to build its own talent pool and reduce reliance on external agencies.

The LUPC/SUPC joint conference was well attended in the spectacular County Hall venue, with keynote speeches on what Brexit and the future holds for university procurement.

A number of breakout sessions covered subjects as diverse as tackling modern slavery, cyber security, estates procurement, e-auctions and managing commodity price risks.

Keystone enjoyed its busiest conference so far, with a number of universities keen to lower the cost of recruitment and become more self-reliant without compromising on the compliance and management of the workforce.

Recent changes to the IR35 rules around use of self employed contractors in the public sector was a major area of concern for visitors to the Keystone stand this year, and with a single online solution for all workers (both inside and outside the IR35 rules) a number of institutions were very interested in the benefits of using Talent Bank to make the process of onboarding and hiring of different worker types far easier and more assured.

In total over 300 delegates from over 115 institutions made the conference a huge success, and one which continues to grow every year.