

Keystone's Talent Bank solution for higher education institutions is revolutionising not just temporary and permanent recruitment but also bringing student employability initiatives into the 21st century. So why choose Talent Bank rather than a traditional in-house or 'franchise' recruitment service model? Here's a few helpful pointers:

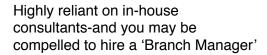


Solution deployed in safe and secure cloud services	✓
Can be accessed by students and managers 24/ from anywhere in the world	✓
Students and other workers create an online profile - opportunities and assignments are presented direct to the student	✓
Student profile records all academic achievements, work experience and references	✓
Fully automated candidate search, compliance management, time-sheets and online approvals	✓
Hard compliance enforcement rules reduce risk of non-compliant workers	✓
No fees for permanent recruitment - post unlimited job ads for FREE	√
No temp-to-perm fees	√
Reduces the reliance on external agencies and job searching	✓
Very low cost 'pay as you use' option- with VAT friendly model	✓
No high overheads, no long contract terms, no set-up costs	✓
Self service model that empowers managers to recruit rapidly and with full transparency and reporting on all recruitment activity	✓



In-House/Franchise Model

'Static' model that is usually confined
to being on-campus and in term times



Usually the online element is simply a 'job board' and students have to go in, find and apply for jobs

No option to create a rich student employability profile

Doesn't improve on manual processes for timesheet approval and payroll

No system driven, hard constraints to control compliance of workers

Often attract fees for permanent recruitment and temp-to-perm fees and charges for posting job ads

Set up costs circa £75k & usually have high fixed costs- including the salaries of staff needed to run the service

Often long contracts with little options for flexibility to adapt as circumstances change

Data & reporting is often limited and reliant on people gathering information from multiple sources

Still reliant on paper-based processes. No transparency of activity, may not improve cost controls





























