

Keystone's **Talent Bank** solution for higher education institutes 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:



In-House/Franchise Model

Solution deployed in safe and secure cloud services	✓		
Can be accessed by students and managers 24/ from anywhere in the world	✓	'Static' model that usually is confined to being on-campus and in term times	✗
Students and other workers create an online profile - opportunities and assignments are presented direct to the student	✓	Highly reliant on in-house consultants	✗
Student profile records all academic achievements, work experience and references	✓	Usually the online element is simply a 'job's board' and students have to go in, find and apply for jobs	✗
Managers and external business partners can instantly search for particular skills or other keywords	✓	No option to create a rich student profile of achievements	✗
Builds an internal talent pool that can be made instantly available to external business partners and employers	✓	Managers can find it frustrating having to liaise with a consultant during 'office hours'	✗
No fees for permanent recruitment	✓	Inefficient use of time, often re-searching and re-hiring same workers and overlooking students	✗
No temp-to-perm fees	✓	Often attract fees for permanent recruitment and temp-to-perm fees	✗
Reduces the reliance on external recruitment search	✓	Usually has very high fixed costs-including the salaries of staff needed to run the service	✗
Very low cost 'pay as you use' option	✓	Often long contracts with little options for flexibility to adapt as circumstances change	✗
No high overheads, no long contract terms	✓	Reporting is often limited and reliant on people gathering information from multiple sources	✗
Self service model that empowers managers to recruit rapidly and with full transparency and reporting on all recruitment activity	✓	No transparency of activity, does not improve cost controls or spending authority control	✗