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:

In-House/Franchise Model

Keystone Talent Bank	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 is usually 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-and you may be compelled to hire a 'Branch Manager' ✗
Student profile records all academic achievements, work experience and references ✓	Usually the online element is simply a 'job board' and students have to go in, find and apply for jobs ✗
Fully automated candidate search, compliance management, time-sheets and online approvals ✓	No option to create a rich student employability profile ✗
Hard compliance enforcement rules reduce risk of non-compliant workers ✓	Doesn't improve on manual processes for timesheet approval and payroll ✗
No fees for permanent recruitment - post unlimited job ads for FREE ✓	No system driven, hard constraints to control compliance of workers ✗
No temp-to-perm fees ✓	Often attract fees for permanent recruitment and temp-to-perm fees and charges for posting job ads ✗
Reduces the reliance on external agencies and job searching ✓	Set up costs circa £75k & usually have high fixed costs- including the salaries of staff needed to run the service ✗
Very low cost 'pay as you use' option-with VAT friendly model ✓	
No high overheads, no long contract terms, no set-up costs ✓	Often long contracts with little options for flexibility to adapt as circumstances change ✗
Self service model that empowers managers to recruit rapidly and with full transparency and reporting on all recruitment activity ✓	Data & reporting is often limited and reliant on people gathering information from multiple sources ✗
Fully GDPR and ISO27001 certified as standard ✓	Still reliant on non GDPR compliant paper-based processes. No transparency of activity, may not improve cost controls ✗