

# onrec

The **global** online  
recruitment magazine

ISSUE 158 | AUGUST 2016  
[www.onrec.com](http://www.onrec.com)

ISSUE 158

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- + Latest news and launches
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## FROM THE EDITOR

# PREFACE

**W**elcome to the July / August edition of the Onrec Magazine

I can't help thinking about the role of aggregators and their role in the attraction of candidates.

If you use Amazon do you remember supplier of goods or just Amazon as the site you use to buy goods. Once you have made a successful purchase do you re-order through Amazon or direct with supplier?

Will jobboard be able to retain their identity in the evolving method of them receiving traffic from aggregators?

Will brands and businesses be lost and if aggregators decide to work with certain job boards?

For the employer will indeed be the only people they deal with?

And for the candidate does going to an aggregator then a job

board then an agency then the employer make sense?

You can't be everything to every one. Aggregators will never be able to accurately scrape every job and not every employer has the ability or interest to post a well worded accurate job advertisement online.

So will the need for recruiters increase to make life easier for employers?

I don't think in the UK online recruitment market we have a clear picture or answers, but by end of next year and perhaps we will see the market evolve and a clear path emerge for candidates and employers.



**David Hurst, CEO, Onrec**



# onrec

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# onrec

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DH Publishing LTD, a wholly owned subsidiary of Tarsus Group plc. Online Recruitment Magazine is published bi-monthly and is a closely-controlled/ subscription circulation title. All editorial is the responsibility of the authors, and the publishers reserve the right to amend/ change/alter articles as necessary. Any materials supplied may not always be returned, and the publishers cannot be held responsible for any loss or damage however caused. No part of this publication may be reproduced in any format without the prior written consent of the publishers. Printed by Holbrooks Printers Ltd, Hilsea - Portsmouth

DH Publishing Ltd. 2008  
ISSN: 1473-5547





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# NEWS

## HIGHEST PAYING GRADUATE JOBS IN THE UK



## Glassdoor reveals the highest paying graduate jobs in the UK

Graduates who find jobs as Analysts, Consultants and Software Engineers could earn at least £28,000

Glassdoor today announced the results of its first graduate jobs report<sup>1</sup> to identify the ten highest paying graduate roles for 2016. Graduate Analysts earn the highest salaries followed by Graduate Consultants and Graduate Software Engineers. The top three highest paying roles are over the UK's national average salary of £27,600<sup>2</sup> but the most lucrative is £34,000 for the highest paying job.

### Glassdoor's ten highest paying graduate jobs are:

1. Graduate Analyst – £34,366
2. Graduate Consultant - £28,891
3. Graduate Software Engineer – £28,370
4. Graduate Mechanical Engineer – £26,949
5. Graduate Engineer - £26,500
6. Graduate Software Developer - £26,000
7. Graduate Civil Engineer - £25,000
8. Graduate Structural Engineer - £24,993
9. Graduate Management Trainee - £20,000
10. Graduate Recruitment Consultant - £20,000

"Getting on the first rung of the career ladder is a time of both great excitement and trepidation for graduates. However,

finding the right job is not easy. With millions of final year students graduating this summer, we've now identified where some of the UK's best young talent can earn the most in what is an extremely competitive entry-level market," said Jon Ingham, Glassdoor Careers and Workplace Expert. "While it's not just about the money, knowledge really is power when you are job hunting. Graduate job seekers should endeavour to think wider than just the monthly pay cheque. For example, what is the culture like, does the employer offer competitive perks and benefits, is it a sociable environment, do they offer training and mentoring? The more you know, the better the decision you can make."

Glassdoor combines the latest job listings with a vast array of user-generated content on more than 580,000 companies globally, including 13 million workplace ratings and reviews, salary reports, interview reviews, benefits reviews, office photos and more shared by employees. Earlier this year, Glassdoor launched a new job search experience designed to help job seekers quickly determine if a job or company is the right fit for them, by integrating reviews submitted by current and former employees.

## RECRUITIVE PARTNERSHIP



## Recrutive joins GreenEnergyJobs

Recrutive has integrated with GreenEnergyJobs.

Cloud based recruitment software provider, Recrutive, has integrated its market leading multi job-posting technology with specialist environmental and renewable energy job board GreenEnergyJobs.

Launched in 2016, GreenEnergyJobs offers a platform that specifically targets vacancies across the globe in all areas of the environmental and renewable energy industry sectors.

Nick Kerr, Director at GreenEnergyJobs comments: "The objective of GreenEnergyJobs is to provide an environment that brings recruiters and employers together with jobseekers who are looking for a career in the renewable energy industry."

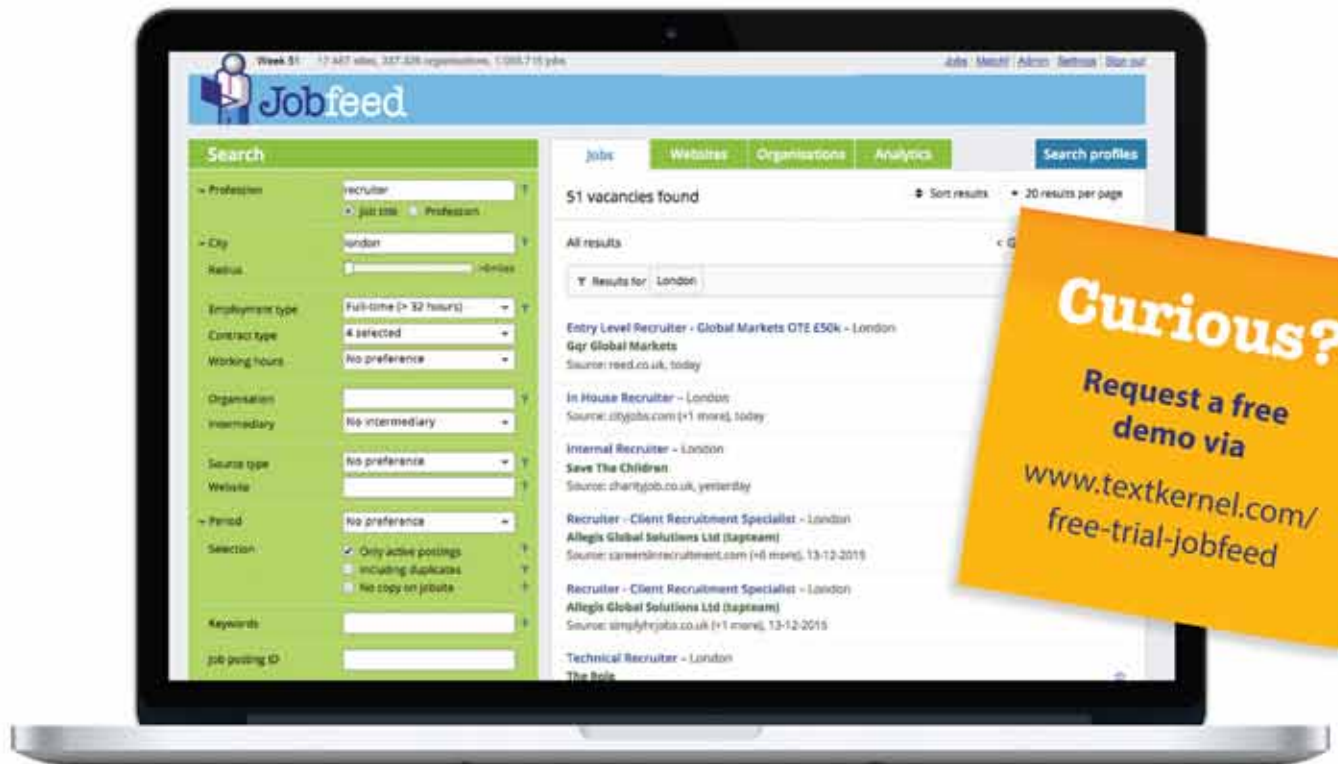
Carla Fern, Operations Director at Recrutive comments: "For the past 12 months we have experienced a month on month increase in the number of 'green' jobs posted via our software so we are delighted to offer our clients an additional job board for them to post their jobs to. We are also delighted to announce that GreenEnergyJobs is offering Recrutive client's FREE job posting until the 31/10/16."

[www.recrutive.com](http://www.recrutive.com)  
[www.greenenergyjobs.com](http://www.greenenergyjobs.com)





# New in the UK: Jobfeed!



## The sourcing tool for jobs

**Jobfeed generates leads, saves you time and offers you insight into your market. Jobfeed collects jobs from from the Internet, structures, classifies, deduplicates and enriches the information and makes it searchable.**

### **Jobfeed offers the following benefits:**

- ✓ Search the job market and discover hiring companies and hard-to-fill jobs
- ✓ Gain insight into the (historic) staffing needs and recruitment activities of your customers and prospects
- ✓ Stay automatically up-to-date of new jobs of your customers and prospects
- ✓ Track your competitors and benchmark your position in the market
- ✓ Support strategic choices with valuable labour market information

With Jobfeed you can quickly find interesting opportunities and do acquisition more effectively.

**Result: more customers and placements!**



# NEWS

## 11 YEARS FOR CAREERSINAUDIT.COM

### CareersinAudit.com celebrates 11 years

*Launched on this day in 2005 by two ex-Auditors looking for a better online recruitment service, CareersinAudit.com was the very first specialist job board for the global Audit and Governance communities and for the past 11 years has remained the leading job board and career resource for Audit, Risk, Compliance and Governance professionals worldwide.*

More than just a job board, CareersinAudit.com also hosts over 270 exclusive career advice articles written by the industry's top advisors, and conducts regular research among jobseekers and industry experts to monitor the latest industry trends, ensuring the site is at the forefront of current affairs affecting Audit and Governance professionals today.

CareersinAudit.com was recently awarded 'Best Specialist Job Board' at the 2016 Global Recruiter Industry Awards and the 'Social Media Pioneer of the Year' award at the prestigious 2016 SME Awards, confirming its effectiveness in the global online recruitment market and as a true competitor among not only the bigger generalist job boards but also with other online companies from every sector. The site also boasts two Onrec Award wins and numerous nominations over the past few years.

Simon Wright, operations director at CareersinAudit.com comments, "We are extremely proud of what we have achieved over the past 11 years as an independent job board and a trusted global brand that has pioneered the way for niche recruitment online. We aim to continue setting the bar very high for the industry and with some exciting and pioneering new technology developments due for release in the coming months, we plan to continue leading the way in this space for many years to come."

[www.careersinaudit.com](http://www.careersinaudit.com)

## SALARIES CONTINUE TO RISE

### UK salaries continue to rise in the face of economic uncertainty

*July Job Market Data from CV-Library Reveals Increase in Salaries Post-Brexit*

Salaries in the UK rose by 3% in July compared to the previous year, indicating that businesses across the country are pushing hard to attract top talent. This is according to the latest data from the UK's leading independent job site, CV-Library.

According to the data, key areas for salary growth were seen in the retail, legal and finance sectors, where salaries increased by 8%, 7.2% and 6.9% respectively. In terms of regional growth, Cities in the North witnessed the highest increase in salaries, including Leeds (9.3%), Sheffield (7.5%) and Manchester (5.1%).

Sector	Salary Growth	City	Salary Growth
Retail	8%	Leeds	9.3%
Legal	7.2%	Sheffield	7.5%
Accounting/Finance	6.9%	Manchester	5.1%
Education	5.9%	Birmingham	4.9%
Property	5.7%	Southampton	2.7%

Other positive news was the increase in CV registrations, which rose 3.5% YoY, suggesting that candidates are keeping their eyes on potential opportunities and are ready to apply to the right role when they see it. This number rose considerably in some of the UK's major cities, including Southampton (18.7%), Birmingham (12.3%) and Sheffield (11.4%).

Lee Biggins, founder and managing director of CV-Library comments: "The rise in salaries across the UK is a positive indication that businesses are pushing hard to attract the very best candidates and are not allowing pay to stagnate in the face of post-Brexit uncertainty. For job hunters, it is reassuring that organisations are recognising the need to make the right offerings, particularly as competition for talent is rife. At the same time, it's positive to see that candidate appetite is still strong, with CV registrations continuing to grow."

Despite these upward trends, the data also reveals a dip in job postings, which dropped by 4.2% in July, though this is not unusual for this time of year, as recruitment tends to witness a summer slowdown.

Biggins continues: "It would be all too easy to attribute the reductions in job postings and applications to June's Brexit news. However, this would be an unfair assessment as it's still far too early to tell exactly what impact it will have on the UK's labour market. More likely is the fact that the summer months tend to be a quieter time of year for recruitment, as people take holidays and time away from the office."

"We always expected to see a small drop in July due to the fact that the recruitment sector experienced a particularly strong summer last year. Therefore, a slight reduction in jobs year on year isn't too surprising as it was always unlikely that 2015's high levels would be maintained. As a result, employers and candidates should rest assured that the UK's job market is still thriving and we expect to see some of these figures pick back up as the summer months draw to a close."

Find out more at [www.cv-library.co.uk](http://www.cv-library.co.uk)



# Are you keeping up?

**Alastair Cartwright**  
Ingenium People

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**LinkedIn**  
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**On-Boarding**  
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**CV**  
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INTEGRATION  
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BOOKING  
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Social Media  
Offers  
Security



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# PARTNERSHIPS



## HRsoft Announces Partnership with PayScale

**HRsoft announced a partnership with PayScale to give HRsoft clients easy access to PayScale reports to help understand the current salary level for specific positions in their organization.**

Now employers can easily order a PayScale Market Report, which provides real-time compensation data, to help Compensation and Human Resource professionals make decisions about employee pay. Based upon real-time market data, the "PayScale Market Report" contains a breakdown of total compensation, benefits, and trends in the market over time for a specific job.

David Kennedy, CEO of HRsoft commented, "Working with PayScale brings a reliable salary data source to our clients. We have found that some clients have positions that are not covered by their other surveys or desire to have real-time data to assist with planning. PayScale plays an important role in supplying critical data for critical compensation decisions. We are committed to helping add value for clients through partnerships with quality companies. By partnering with PayScale in this area, we have taken

another step toward this goal."

"Increasingly, Human Resource and Compensation Professionals want more information in real time so they can make better decisions around pay more quickly," said Mike Metzger, CEO at PayScale. "Working together with HRsoft, employers can now generate compensation reports directly from HRsoft for more jobs than ever before which provides new insights and greatly simplifies the compensation planning process."

Employers are challenged with making compensation decisions that are based on internal and external factors in order to have superior employee engagement and retention. PayScale's data allows employers to pay associates in the proper range compared with other employers in their market.

[www.HRsoft.com](http://www.HRsoft.com)  
[www.payscale.com](http://www.payscale.com)



## NowWeComply & Kamanchi partner

**NowWeComply have announced a strategic partnership with Kamanchi**

The agreement will allow Kamanchi to provide NowWeComply's Intelligent Automation system to recruitment companies in the UK allowing them to: screen candidates quicker, reduce cost and remove the consequences of non-compliance.

Kamanchi Managing Director Guy Deterding said "We have been looking for ways to enhance our service offering on the compliance front and NowWeComply offered the broadest scope. It is not just about compliance either, the Intelligent Automation system can deliver efficiencies, and improve candidate care, across a number of critical recruitment processes." NowWeComply CEO Ben Stoneham added "We're delighted to be working with Kamanchi because they have a profound understanding of how to get the best out of technology in the staffing sector."

The partnership will allow Kamanchi to bring the NowWeComply platform to the wider staffing market. With the demands of the compliance burden having a greater impact on the bottom line, introducing scalability and manageability not only improves profitability but also allows organisations to differentiate themselves by being able to demonstrate a superior compliance capability.

[www.nowwecomply.com](http://www.nowwecomply.com)  
[www.kamanchi.co.uk](http://www.kamanchi.co.uk)



# Umbrella won't keep your business up



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According to the Finance Act of 2015 and consultation document issued by HMRC in July 2015 any intermediary who supplies workers through an overarching contract of employment will no longer be able to claim travel and subsistence expenses as of 6th April 2016.

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# PARTNERSHIPS



## Johnston Press partners with weliketowork.com

**This new alliance is branded as Jobstoday Freelance, and is designed to create a freelance marketplace for talented UK professionals working remotely from home.**

The partnership empowers Johnston Press' audience of 25 million people across the UK to work anywhere at any time, and will connect companies with a 'hidden workforce' of talented professionals, to which they previously didn't have access. It will also bring these people into the rapidly growing online freelance market, which is predicted to grow from £2.07bn globally to £32.77bn by 2020.

The digital and technological shift taking place in the industry is altering the way people work, and enabling a cultural shift towards flexible project-based working. In fact, according to Deloitte's 2016 Global Human Capital Trends study, 51% of global executives say their organisation plans to increase the use of flexible and independent workers in the next three to five years, further highlighting the vital role the partnership plays in connecting companies with the UK's hidden workforce.

This will see Johnston Press' reach increase among the rapidly growing number of millennials choosing this new way of working, as well as widen its recruitment customer base to smaller companies looking to hire on an 'as and when' basis.

The news comes following Johnston Press' recent launch of We are Digital, a new initiative involving editorial staff designed to accelerate the growth of its brands online, and forms

part of Johnston Press' wider digital strategy for all its brands.

Joe Slavin, Managing Director of Recruitment at Johnston Press said: "Partnering with a startup like weliketowork.com is a great way for us to combine our expanding audience and award-winning local brands with cutting edge software solutions and emerging models in areas like employment. This offering works really well in tandem with our core Jobstoday platform to benefit our readership, as it means we can offer companies and jobseekers alike the widest range of opportunities, to suit the way they wish to work or hire."

Jonny Dunning, CEO of weliketowork.com, said: "We're delighted to be working with Johnston Press and its network of trusted newspaper brands to bring our solution to a bigger audience with genuine local reach. This partnership also represents a great step in our mission to support small businesses in the UK, and give talented professionals like stay-at-home mums, dads and retirees the chance to re-join the workforce and earn money via flexible remote working. It's great to see Johnston Press being so forward-thinking with this partnership, making new opportunities available to their growing audience."

[www.weliketowork.com](http://www.weliketowork.com)  
[www.johnstonpress.co.uk](http://www.johnstonpress.co.uk)



## Recruiter.com partnership with Pocket Recruiter

**The partnership aims to develop exclusive services for their users**

"Pocket Recruiter's technology examines massive databases of resumes and surfaces job matches in a matter of seconds, which reduces the time it takes recruiters to source qualified candidates for jobs," said Michael Woloshin, Partner and Chief Strategy Officer of Recruiter.com. "Pocket Recruiter's clients will now be able to see split placement opportunities at a glance; users on Recruiter.com's Job Market platform will be able to rapidly identify suitable matches for their candidates."

Randy Moore, CEO of Pocket Recruiter, said "Recruiter.com has the largest network of recruiters in the world and offers an innovative approach to job distribution to recruiters. Our partnership with Recruiter.com will allow our staffing firm clients to easily discover additional placement opportunities for greater revenue. We also look forward to showcasing our technology directly on Recruiter.com."

Users of Pocket Recruiter will be able to instantly view split placement opportunities directly from Recruiter.com, and sign up through an automated process. Recruiters on the Recruiter.com Job Market platform will have access to Pocket Recruiter's matching technology to provide an instant job matching of uploaded resumes. The technology integration between the two platforms is planned for Q3 of 2016.

[www.Recruiter.com](http://www.Recruiter.com)  
[www.pocketrecruiter.com](http://www.pocketrecruiter.com)

# BIG DEBATE

**Andy Sumner,**  
Monster.co.uk

With 42% of our visitors now using mobile to visit our site it's clear that mobile recruiting will continue to be important. Recruiters must adapt processes to meet this demand, particularly as the millennial candidate market continues to grow with individuals who prefer to receive information on the go and on any device they choose. With this in mind, it's important for recruiters to enable consumers to access jobs easily on phone or tablet, whenever the mood takes them. In my opinion, it's about putting yourself in the candidates' corner and thinking of ways to make the process of finding a job easier for them. Give them the chance to look for jobs during those 'in-between times', be it on the bus to work or during their lunch break.

**John Salt,**  
totaljobs

Mobile recruiting continues to be a growing phenomenon. Visits to totaljobs from mobile devices make up over half of the site's total traffic, and are up 8% year-on-year. Applications from mobile devices are up by 29% year-on-year. For recruiters therefore, it's crucial to offer a mobile friendly application process and use platforms which are fully mobile optimised throughout the search and application process, such as ours. We anticipate mobile traffic to further increase and will develop our technology alongside this. Recruiters who do the same will engage and recruit the best talent in what is a highly competitive market.

## [ BIG DEBATE QUESTION ]

Mobile Recruiting: Still Growing?

**Bekky Cavender,**  
SMARTVIEW

With today's society dependent on Smartphones for many aspects of daily life, a mobile strategy is a must for HRs and recruiters looking to engage with jobseekers. The millennial generation are entering the workforce and these candidates are looking to search and apply for jobs using their mobile devices, something hiring managers need to be aware of and prepared for. Video is also dominating the online space, therefore a strategy which incorporates mobile-compatible video screening is invaluable when attracting and interviewing candidates at the first stage. Mobile recruiting is going nowhere - it is only set to grow.'

**Simon Hughes ,**  
Jobatar

Mobile Recruiting is an ever growing and evolving space, and year on year is taking a stronger foothold in this sector. Companies know that applicants prefer to search and apply for a job, on the move. Applicants judge a company on first impressions, and if they offer a bad mobile one, chances are they won't get a second chance. Mobile continues to offer better opportunities to interact and showcase strong employer branding. Mobile tech is developing at pace and this has created a new range of recruitment tech players into the market. Clients can now capture top talent, by offering applicants the flexibility to be able to search, apply and also now video interview from their smartphones and tablets.



# SKILLS TESTING & SCREENING

From gamification to use in careers guidance, the horizons for skills testing are getting broader and broader. Whereas tests themselves are also getting more and more accurate at narrowing down suitable candidates for hire. The future for assessments really is bright, as Onrec discovers:

Simon Bichara, CEO of HiredByMe has seen much development in pre-employment screening. He says that going back before the financial crisis many clients would rely on their recruitment agent to carry out the appropriate checks, and while they may

have had a right to audit, this was rarely applied in practice. "The world has changed. These days clients (especially in more regulated industries such as financial services, healthcare and energy) are not only specifying in detail what checking needs to be undertaken – they

are also carrying out regular audits with significant financial penalties for failure. And to make matters worse, the number and complexity of these checks is increasing year on year, as risk appetite from clients continues to fall." Bichara comments that as a result 'immediately



available' candidates are not really 'immediately deployable'.

Bichara continues: "For contractors and interim managers in particular this has become a burden, with more and more professionals reporting time on the bench while waiting for screening to be completed between roles. In a survey we carried out 70% of contractors were unhappy with current screening processes; and 35% had lost more than £1000 in the last year due to pre-employment screening delays." Later this year his company will be launching the Portable PES, which they believe will address many of the issues in the market –, allowing recruiters to deliver a better service (at lower cost) to candidates and clients alike – with the competitive advantage of getting back to "immediately deployable" candidates. It's also portable from role to role, so that after the first screening only minor "top-ups" are required, considerably reducing the effort required.

Jason Pierce- CEO at skillsarena comments that companies now favour focusing on value-based recruitment and assessing candidates based on their core values and attitudes. Pierce says: "There is a big focus on value based skills. There has been a shift in our customers assessing these before they assess core skills such as numeracy, literacy and IT."

At Cubiks, they've seen an increase in the use of informal self-selection questionnaires or videos that enable candidates to get more information about a role before making the decision to apply, says Kate Sobczak, their Principal Consultant. "In terms of sifting criteria, employers are moving away from educational requirements in an effort to enhance diversity and social mobility. In addition, employers are placing less emphasis on ability tests; with more screening including a wider range of aspects such as job and cultural fit, values, working styles and motivations." Sobczak notes that there has been a bigger call for tablet and mobile enabled assessments, but admits that his technology is still in its early days, and there are significant challenges in its successful implementation – not least because completing tests on the go may mean participants are distracted or could potentially have their connection interrupted.



More and more professionals reporting time on the bench while waiting for screening to be completed between roles. ”

Simon Bichara, CEO of HiredByMe

Sobczak looks forward to people assessment processes becoming even more streamlined through time. She says that with more user-friendly ATS platforms emerging, this will make it even easier to provide fully integrated assessment tools. "I'm also excited about the huge benefits that using big data can bring for talent management professionals. As employers gather more and more meaningful data, we'll be able to assist them with using people analytics to get real insight into their workforce, fine-tune assessment practices and build on data to anticipate trends and plan for the future."

Regarding mobile, Andreas Lohff, Founder and Co-Director of cut-e says that though personality testing via mobile devices has become popular, they're now also starting to see a demand for cognitive ability testing on mobile devices. Most employers now have a candidate-centric recruitment process, says Lohff. "Their candidates fully expect to take online tests as part of their initial application. As a result, employers now want to work with vendors who can seamlessly integrate their assessments into the recruitment process and work with their existing application and HR information systems. cut-e has already integrated with more than 30 systems globally and the list is growing. Based on this experience, we've created a 'checklist for success' (<http://www.cut-e.com/advisory/technical-integration>) to help organisations work through integration

challenges. It highlights specific 'points to consider', and questions to ask, to help you transfer data, enhance the candidate experience, ensure standardisation, include the assessments you want, access the results and ensure the security of the data (including how and where it is stored)."

Lohff also reports a growing trend towards pre-application screening and self-selection, with employers increasingly using Realistic Job Previews to help candidates self-assess whether they are right for the roles on offer, and gamified assessments are coming to the fore. "Employers want to attract a wider pool of applicants by providing an entertaining game. However, in their quest to make the selection process distinctive, employers mustn't lose sight of the fact that games are not 'fun to play' when a job is at stake. You have to introduce the right 'gamified assessment', one that will help you make a fair and objective selection decision." The latest global survey at cut-e shows that employers are taking a 'packaged approach' to assessments. Vendors are starting to pre-package specific tests to help low-volume recruiters hire for specific roles which have a proven general profile, such as a retail assistant.

Modern online instruments can even enable employers to offer career guidance says Lohff. For example, cut-e has worked with Siemens in Germany to develop an online 'pre-application' assessment which analyses the preferences and strengths



In terms of sifting criteria, employers are moving away from educational requirements in an effort to enhance diversity and social mobility.”

Kate Sobczak, Principal Consultant, Cubiks.

of school leavers and helps them choose the right apprenticeship programme. The company offers 200 different apprenticeships, so the results guide young people by suggesting which programme is best suited to them.

Candidates will increasingly want quick and appropriate feedback from any assessments they complete. In the future, Lohff suggests it may be possible for candidates to use their assessment data as a badge when applying for roles (“I’ve scored in the top 10% of the population for problem solving”). However, there are issues around who would store this information and how. Vendors will increasingly create new assessments to meet specific selection needs, such as different aspects of ability. At cut-e, they currently have tests measuring innovation and creativity, ethics, values, team management and strengths as well as all the usual personality, situational judgement and cognitive ability tests. Lohff predicts that there will increasingly be a need to integrate assessments with other HR systems and Applicant Tracking Systems and this will put more emphasis on data protection and data security.

Predictive analytics is becoming increasingly important believes Lohff. A data driven approach to selection allows employers to hire only the individuals who will thrive in the role and the organisation. It helps employers to better determine what success looks like and it impacts on the whole talent acquisition and talent management strategy. The data collected at the selection stage will increasingly be used by employers to help them make talent decisions throughout each employee’s lifecycle.

According to TalentSky CEO and Founder Rick Devine, the latest in online screening and testing is Professional Social Media 2.0 that has a “peer review” method with the promise to expose skill proficiency with greater accuracy. Devine suggests that as the industry moves from jobs to skill demand, people will see specifically what employers are looking for. They can then showcase those skills which the employer can see. “This creates confidence in the navigation of the career, and reduces the need to look for a job. That is, if a person showcases the skills that employers want, and employers can see that development, opportunity will present itself. The employment system needs to evolve to one that speaks a common skills language for all those who work to understand. It’s not about job titles, it’s about skills and skill sets that are in demand.”

## How do you combat fraud and verify results are from the correct candidate?

**Andreas Lohff, Founder and Co-Director at cut-e**

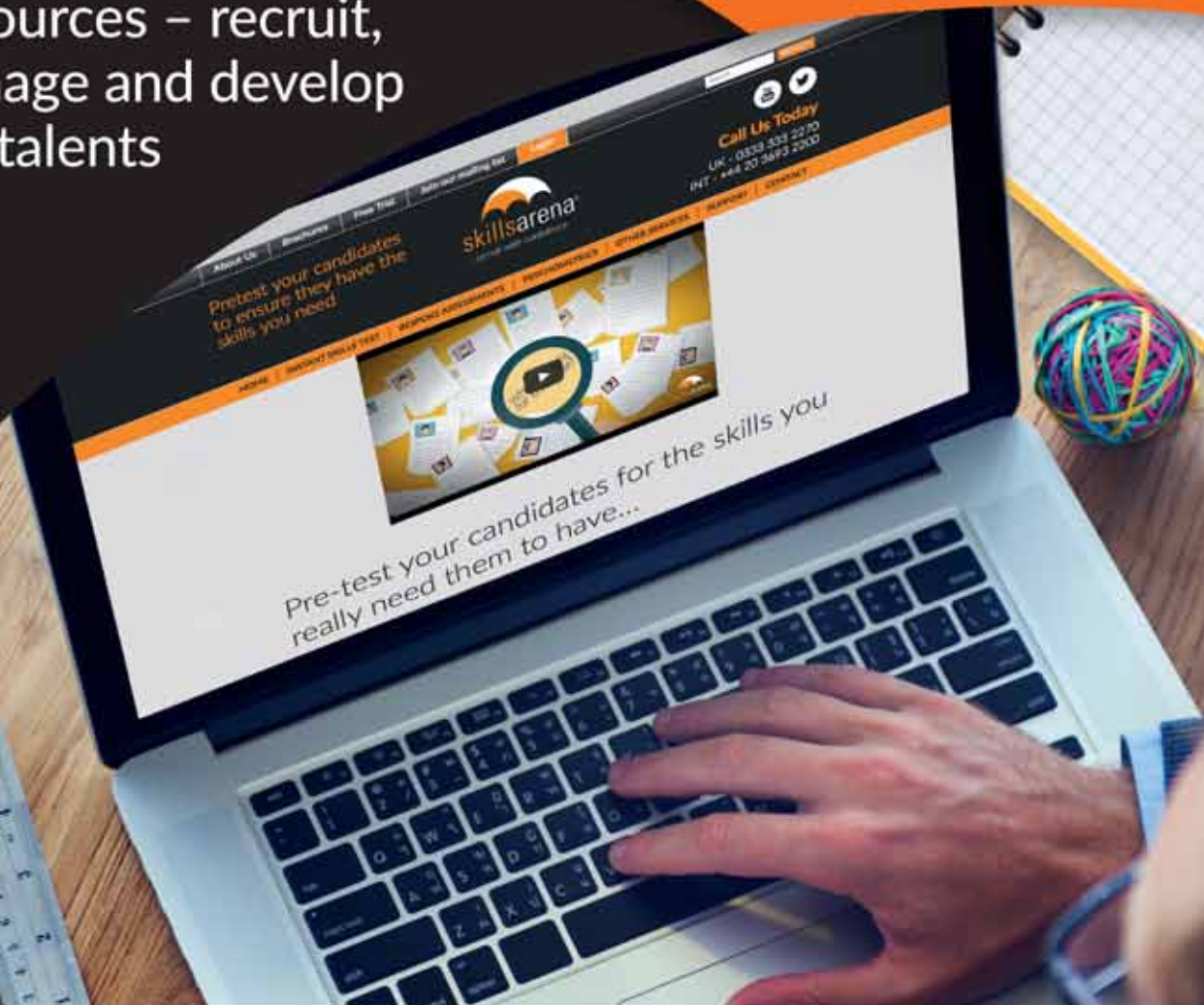
“You need to create an ‘honesty contract’ with your candidates. Make it clear that they will be re-tested if/when they’re invited for interview and that any major discrepancies will be investigated.

More importantly, you need to make sure that the instruments you use are stable and fake-proof in themselves, by using technologies such as item generator concepts and adaptive testing, but also by designing item formats that are actually hard to break. At cut-e, we have developed all our measurement tools for unsupervised online use from the onset, and always with an eye on how to make them as fake-proof as possible.”

**Jason Pierce at skillsarena**

- By testing in a controlled environment - you can ask the candidate to come into the office to take the test.
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# LAUNCHES

## Online exclusive

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1

### 1> XPATJobs launches series of country-specific recruitment websites

KXPATJobs, the UK's biggest online careers website for international jobseekers, has today completed the launch of nine recruitment websites focused on the countries overseas candidates search most. Supported by the company's industry-leading XPATJobs.com site, which sees 100,000 jobs posted each day, the new sites will provide recruiters and hiring managers with access to a network of more than 1 million registered jobseekers. The new job boards will serve as a leading careers destination for jobs across a range of industry sectors within each specific country, and they are set to become an essential recruitment resource for recruiters, hiring managers and job seekers alike.

<https://xpatjobs.com>

### 2> Job search engine AdView celebrate growth with launch of new site

UK Job search engine AdView have just today announced the launch of their new brand new site, following a period of sustained growth. The announcement coincides with the job search engine hitting national airwaves for the first time with their talkRADIO campaign. It follows several months of development which fits in as part of a wider strategy to take the company to the next level.

[www.adview.co.uk](http://www.adview.co.uk)



### 3> REC launches 'toolkit' to help recruiters champion their profession

More than 1,300 recruitment businesses will find a 'toolkit' landing on their desks this week, containing resources to help them spread the word about the positive impact they make on individuals, businesses and on the labour market as a whole.

[www.rec.uk.com/transformtoolkit](http://www.rec.uk.com/transformtoolkit)

### 4> New Tech Start Up Company Attracts Investment

Tec Partners was formed only eight months ago and has enjoyed exceptional growth since then. Based in Norwich, Cambridge and East Anglia, the company has attracted significant investment to assist with ambitious business plans, moving forward. Launched in October 2015 by Paul Kitley, Chris Beech and Leigh Howard, the trio saw a gap in the market for a specialist recruitment consultancy to provide recruitment services for the Technology and Engineering sectors, placing skilled individuals into technical positions in the workplace and at all levels of seniority.

[www.tecpartners.co.uk](http://www.tecpartners.co.uk)

4



6



## 5> JobAdder Powers Ahead with UK Expansion

Recruitment software platform JobAdder has established a presence in Scotland, fuelled by strategy to continue growth in the UK. In a move to increase its global presence, cloud based recruitment platform JobAdder has announced that it has placed a dedicated resource in Scotland. JobAdder's intention to expand in the UK was reported in a Press Release published in February of this year. The size of JobAdder's European and UK client base has doubled since then, making the decision to appoint a fulltime resource to meet growing demand in the region an obvious one.

<https://jobadder.com/uk>

## 6> Sellick Partnership launches new HR division

Finance and legal recruitment specialist, Sellick Partnership, have expanded their offering with the establishment of a new HR division, to meet increasing demand for HR professionals within the public sector.

[www.sellickpartnership.co.uk/hr](http://www.sellickpartnership.co.uk/hr)

7



## 7> Bond International Software Launches AdaptUX

Bond International Software, worldwide provider of staffing and recruitment software solutions, today announces the launch of AdaptUX – its latest software offering. Built with input from web usability experts, AdaptUX has been developed with user experience in mind. In today's recruitment industry there are a wide spectrum of candidates searching for roles – with ages spanning across four generations, which pushes recruiters and recruitment agencies to adapt to the requirements of candidates.

[www.adapt-recruitment-software.com/](http://www.adapt-recruitment-software.com/)

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# GRADUATE RECRUITMENT

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Future looking brighter?

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## By Lauren Mackelden, Features Editor, Onrec Magazine

This was set to be an outstanding year for graduates, but the class of 2016 has had a curveball thrown at them with the advent of Brexit. The repercussions of the result of the EU referendum have already started to reverberate around the usual graduate hiring schemes, and particularly those in finance. Though apprehensive, our contributors seem to still be feeling positive overall.

In the aftermath of the recent Brexit vote and its potential economic consequences, there is a definite sense



It seems that while leaving the EU might lessen the competition EU nationals pose for British nationals, there will not be as many graduate jobs available to apply for. ”

Sofie Lundberg, Content Executive, Milkround

of uncertainty currently surrounding graduate recruitment, comments Tom Pellizzaro, Head of Client Development at TalentPool. He explains that according to a recent study, 49% of top graduate employers are likely to lower their intake of graduates this year whilst others do not plan to change their target numbers, indicating an overall drop in graduate hires by top employers in 2016. The five sectors most likely to be affected by these changes, and to suffer from either regularity restraints or a shrinking UK economy, are Banking & Finance, Retail, Media, Technology and Law. “Does this necessarily mean that fewer fresh graduates will be hired overall this year though?” asks Pellizzaro. Not necessarily. He feels that a more likely scenario to unravel could be that whilst larger employers will see their graduate intake shrink, this challenging outlook will provide smaller firms, SMEs and startups, with the opportunity to grow their teams by being able to select their hires from a larger pool of talent.

Pellizzaro cites their internal data showing a clear shift of graduate preferences away from roles in the traditional graduate sectors - based on a sample of 4,000 students and graduates who signed up to TalentPool in May and June this year, 29% indicated that they preferred roles in startups, compared to Finance (18%) and Law (7.6%). Considering that this data was collected before the vote, he believes it demonstrates that the appetite for some of the more traditional graduate schemes was already shrinking pre-Brexit - whether it will continue to do so now we shall have to wait and see. At TalentPool they have seen a consistent increase in volumes of job opportunities in startups and SMEs this year - if this trend does continue, despite the statistical signs pointing towards the bigger graduate employers cutting their recruitment this year, Pellizzaro feels the outlook for 2016's graduates looking to start their career in less traditional sectors seems to be very positive.

Dan Dackombe, Sales Director EMEA for LinkedIn acknowledges that the graduates are in control of the market, pointing out that today graduates face at least forty years in employment and more career options than ever before. “No wonder then, that the UK's professionals are becoming extremely picky about where they want to work. In fact, at the start of 2016 one thousand graduate jobs were left unfilled as young talent decided that they want more. Add this to an increasingly international battle for workers, and UK employers in even the most exciting sectors with the brightest outlooks cannot be certain of securing the talent they need to grow in the future.” Dackombe believes that the Brexit vote makes it vital that employers are hiring the best talent to weather the storm in uncertain political and economic times. “With so many options open to graduates - and a big commitment to make - the onus is now on businesses to woo candidates and show them why they should be first choice.” Dackombe says the companies that are best at doing this recently topped their Top Attractors

list –highlighting the most sought after employers by professionals in the UK. “These companies, including Google, ASOS and John Lewis, have a strong identity and know why their employees like working there, and shout about these qualities to prospective hires. It is only by engaging existing employees in this way and proactively communicating to graduates that employers can now hope to attract the stars of the future to their business.”

Graduate recruitment is now increasingly competitive says Charles Hipps, WCN CEO & Founder. “Coupled with the fact that graduate posts now have higher volumes of applications - 5-30% application growth pa - firms are finding it much tougher to close negotiated offers and there has been a 20% increase in employers offering high school programs. Increasingly, recruiters are shifting tact to be more virtual for simplicity, diversity and speed.” So, how do you break through this mould and win the best candidates for your organisation? He claims the answer lies in running more engaging emerging talent programmes; these are key to building your core external talent community for future experienced hires. Hipps continues: “Transparent, simplified presentation of your proposition and user-friendly, mobile, social and engaging interfaces help with delivering successful candidates a job quickly. Providing unsuccessful candidates updates & insight in how to be more successful in their job seeking means you keep core stakeholders engaged no matter the decision.” Behind all of this it is important to remember the benefits inherent in smart processing of big data, psychometrics, video, assessments and social content – all of which pinpoints great talent, believes Hipps.

The challenge for recruiters and HR departments is being able to nurture, attract and convert the best talent for their organisations, says Matt Comber, CMO at Volcanic. Comber believes the graduate holds far more cards than they probably imagine, especially in ‘skill short’ markets such as IT. Websites are integral to the attraction process and the technology that powers those websites is critical. Comber emphasises: “For example, if your website isn’t mobile, forget about attraction. If your website doesn’t quickly and easily integrate with HR systems, forget about



## The appetite for some of the more traditional graduate schemes was already shrinking pre-Brexit. ”

Tom Pellizzaro, Head of Client Development, TalentPool

tracking your candidates. As an example, Jaguar Land Rover (one of the higher profile grad scheme recruiters) has their own graduate recruitment website, which is managed internally by their HR teams. Their main goals are to capture the best possible talent and to ensure their website reflects their standards. It’s slick, professional and goes a long way to ‘convincing’ applicants that they have a strong programme (although a ‘register interest for next year’ button would improve things!). Contrast this to Network Rail, whose graduate recruitment website is clunky and looks dated. As an applicant, you may still apply on the NR website, but first impressions matter.”

Comber sees recruitment companies managing graduate recruitment for end clients (as an RPO relationship) becoming big business. “As a result, recruiters need quickly deployable, replicable technology in order to run not one, but numerous grad schemes/campaigns. End clients will, we think, give more responsibility to recruiters to manage ‘targeted’ websites (such as graduate schemes), so the recruiter needs to have scalable, multi-tenancy website systems and to have the skills of a marketing company. Recruiters will also be tasked with managing these websites, adding content, post jobs and effectively act as an arm of their clients HR department. This will, in turn, change the internal staffing demographic of recruiters to be far more focused on Digital.”

At Jobsite, they’ve found that graduate recruitment has been strong in 2016 so far, with vacancy numbers up a healthy 10% year-on-year for January-May, comments Kevin Turner, Head of Business Intelligence, at kaper.uk. Traditionally these types of roles are very seasonal, with peaks in the July-September period. This year however, the number of graduate positions advertised on the site has remained very stable and the effects of seasonality have been considerably more subtle. Following the 2012 tuition hikes, there was a noticeable reduction in university intake, notes Turner. “Four years on, as the first of these students start to graduate, we should start seeing the effects of this on the graduate employment market. It would have been fair to expect a slight decrease in the amount of applications for graduate roles, however surprisingly graduate applications are up 25% on average.” Turner believes this shows there is still a huge talent pool available, and suggests candidates aren’t waiting to start their search for a career following graduation: “It may be the case that newer graduates are feeling higher levels of pressure to gain employment straight after university due to higher tuition fees and student loans. For candidates, competition is plenty, with banking and finance roles proving particularly attractive. So far this year, the number of applications per vacancy in this sector has doubled compared with the same period last year. We’ve also seen strong growth of applications per vacancy in the engineering sector.”

It is also worth noting that the Brexit results may see employers proceeding with more caution, balancing the need for new talent, with the potential of tightening operational costs, thinks Turner. “Whilst, inevitably, the effects on the financial sector will be immediately reported, there is a market expectation to see the impact in all facets of the recruitment industry. The race to find the best talent especially in areas with skill shortages will likely continue, pushing salaries higher and fuelling employers caution in recruiting. This presents a great opportunity for employers to utilise the growing

graduate workforce more creatively.”

For Sofie Lundberg, Content Executive at Milkround, the outlook after Brexit is a mixed one. “The shocking result of June’s EU referendum has meant that companies are unsure how to proceed, with 49% of top graduate employers claiming that they are likely to lower their intake of graduates according to a recent pre-Brexit study by PathMotion. While this would result in an overall drop in graduate hires, the same study says 25% of UK employers are likely to increase the hiring of British graduates with language skills becoming more valuable than ever.” Lundberg suggests the 5 sectors most likely to hire less graduates are banking and finance, media, retail, law, and technology, all citing elements like general uncertainty and the impact Brexit will have on the economy as reasons for cutting down on recruitment. “It seems that while leaving the EU might lessen the competition EU nationals pose for British nationals, there will not be as many graduate jobs available to apply for.”

At Prospects, Charlie Ball, head of higher education intelligence anticipates that this year’s graduates will enter a more challenging jobs market than they might have expected when they entered the final years of their studies. “The likelihood is that even if the UK has not technically entered a recession this summer, the graduate jobs market will act as if it has. Early unemployment is likely to be significantly up this summer. “However, the impact is not evenly spread. Ball expects there to be strong graduate

demand from the civil services, teaching, healthcare and tourism, amongst others, and more will emerge as the situation becomes clearer. Most 2016 graduates will get jobs, and most graduates with jobs will get professional employment. “Brexit means our role to support, inspire and inform students and graduates on their career choices has become more important. We will be working with recruiters to help them understand the market and trends so they can define and deliver campaigns that attract the right type of candidate,” reassures Ball.

Simon Reichwald, Strategic Lead for Emerging Talent, MyKindaFuture agrees that it is a candidate market again, with renege rates up to 14%, over 50% of finalists accepting job offers but still continuing to look. For undergraduates and graduates it is as competitive as ever, with 350,000 fresh graduates each year and the biggest graduate recruiters only hiring 10% of them, they have to work hard to stand out! Reichwald notes the growing number of major employers dropping A level grades and / or UCAS points as a criteria to apply. Employers are focusing much more on the individual, their strengths and obstacles they have had to overcome to succeed, he explains. “There is a focus on improving the ‘candidate experience’ to improve conversion rates and build brand value, and not just for those who are offered jobs but also for those who fail at some stage of the process (98% of graduates).” Reichwald also notes the broadening the diversity of the talent pool by supporting applicants through the application process- what they call the ‘green room’ phase - by using for example, a branded ‘digital chatroom’, and for those who accept roles helping them integrate into the business, before they even start.

Post-Brexit, business confidence has been shaken so we will see how things unfold and navigate around areas that have exposure to European markets and continue to search even harder for our clients seeking to recruit Russell Group graduates, states Dan Hawes, Co-Founder & Marketing Director of the GRB (Graduate Recruitment Bureau). Hawes reveals the secret to graduate recruitment is: “Start early. Even if you have one or 100 vacancies to fill, recruiting high-calibre Russell Group graduates is very competitive in the UK. Smart recruiters employ a range of tactics to raise awareness of their company, provide opportunities to engage, be it via social media or through work experience, internships or placements. This approach can really pay dividends and create a talent pool of suitable candidates. It’s very much a relationship based approach over several years and requires careful planning and resources to execute effectively.” Hawes thinks online recruitment is here to stay and has many upsides. “For recruiters, it has the power to gain more exposure to the student market but it shouldn’t end there. “ However, Hawes also knows that graduate job seekers are most interested in lifting the lid on employers and getting a feel for the work environment so he feels it is equally important that recruiters attend career fairs and events where face to face engagement can take place.

## WikiJob views about Brexit

*WikiJob (the UK’s largest forum for graduate job-seekers) recently polled 800 students and graduates to gauge their sentiment about the graduate jobs market after the UK’s vote to leave the EU. The full results of the survey are here, and the main findings include:*

**73%** of UK graduates think it will be more difficult to find a job after the Brexit vote

**68%** of UK graduates think it is very likely or probable that employers will cut back on UK graduate hires in 2016 and 2017

**34%** of EU graduates say they are less likely to look for work in the UK after the Brexit vote

**83%** of EU graduates, and 52% of non-EU graduates, believe that the UK economy and jobs market will decline over the





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# Integrating **Background Checks** into **Online Recruitment**

.....  
New tech makes integration smoother  
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Through advancements in technology, acquisitions and new partnerships, background check providers are shifting their focus to tackle new challenges says Ben Goldberg, CEO of Aurico – a CareerBuilder company. The days of sending hard copies of signed documents back and forth are behind us. Now, background check providers need to ensure that their tech platform delivers on three important benchmarks: compliance, reporting and engagement. Goldberg comments: “Background screening technology should enable consistent and transparent procedures for background checks and drug tests to ensure accuracy of the reports and that they remain compliant to your high standards. Engagement and communication with the candidate throughout the screening process has been one area that is sorely lacking. Advanced technology platforms, like Aurico, allow for increased visibility on the status of background checks for all applicants.”

Goldberg believes that background checks and recruitment software providers are a perfect match. “A seamless integration of the two technologies allows each to bring a unique prospective in their area of expertise. For example, recruitment software can automate the background check process once integrated – and also deliver an improved candidate experience, making it easier for applicants to complete their assignments from any device.” Goldberg expects to see further consolidation of background screening providers in the future, and more integrations with recruitment software companies. He also anticipates background check providers to expand their reach globally, saying that employers that hire abroad will enjoy the ability to use a single provider for all background checks.

HR professionals are looking for consolidation, efficiency and a true integration when it comes to effectively integrating background checks into their online recruitment process, states Mary O’Loughlin, VP of Global Customer Success, at HireRight. “It’s not enough for background screening providers to



Education and employment verification data could offer data-driven guidelines on what type of skills, degrees and schools top performers come from.”

Mary O’Loughlin, VP of Global Customer Success, HireRight

simply provide a link that directs candidates from the job application to the screening portal where they’ll have to re-enter a lot of the same information. Creating a process that makes it as easy as possible for candidates to provide information, quickly, on any device, is key to a successful recruitment program. This is especially true among the millennial, contingent and global workforce, who are often on-the-go and expect to have the ability to apply to jobs and access information on their mobile devices.”

This all ties back to the importance of providing a positive candidate experience – which is something O’Loughlin remarks they’ve been hearing a lot about this year from customers. “In fact, according to data from our recent 2016 Employment Screening Benchmark Report, 34% of respondents cited HR departments are striving for a better, more transparent candidate experience. As an extension of that employer brand and to aide in improving the candidate experience, background screening providers should strive to streamline communication with candidates and reduce the number of times a candidate is contacted to complete the verification.”

According to O’Loughlin, the most frequently asked question by candidates in the job seeking process is often “how long does a background check take?” To improve, she says background check providers should offer more transparency with regard to screening and offer a reasonable timeframe to provide the results – before that candidate is on to pursuing the next job opportunity. It’s also important to realize not all background screening providers use the same data sets. To be more effective, O’Loughlin advises that companies should rely on more comprehensive data sets that will be relevant to the candidate and the position they’re being screened for.

While the emphasis on improved efficiency and candidate experience is sure to continue, O’Loughlin anticipates companies will begin to focus on three areas in the coming years: 1) using backend data feeds for verified employee records, 2) a shift towards cloud-based platforms for talent management systems to connect with different parts of their workflow, and 3) incorporating predictive analytics in talent management systems and background check data. “Right now, ATS systems are typically populated by a candidate, then re-populated with similar information by the future employer. By having an integration of the background check system, the employer can take verified information to feed into the core employee record that will cut down on time and reduce risk of potential inaccuracies in the data re-entry process. We can also expect to see more companies moving their talent management systems to cloud-based platforms that provide options to connect with different parts of the HR workflow. As employers

are switching solution providers more frequently, they are looking for ways to integrate with many different types of HR platforms and background check technologies. The cloud-based platforms allow them to adapt to new technologies and integrate with the systems they already have in place to ensure their existing investments are protected, while providing flexibility to jump on board with newer systems that become available.”

There are other futuristic uses of screening possible, using the results to predict who will excel at your company. Most companies see the value and success of their business being driven by top-performing employees, says O’Loughlin. “HR professionals want to recruit future employees that match the characteristics of their “top-performing employees,” which is where predictive analytics can come into play. While data used during the screening process now is used to ensure candidates’ backgrounds are accurate, this data could be used to inform more strategic HR initiatives. For example, education and employment verification data could offer data-driven guidelines on what type of skills, degrees and schools top performers come from. This will become especially valuable as contingent labor continues to grow and more employers need a system to manage and verify that workforce that is often jumping around from multiple jobs, locations, and even countries in some cases.”

Robert Vale, CEO of ClearStar sees the growth of the ‘gig economy’ as one of the most significant developments in the employment market. He reports that more than ever, people are electing to forego the security of a full-time job to pursue part-time, temporary, freelance or self-employed work, facilitated by online platforms such as Uber and TaskRabbit. The results are set to transform the structure of the job market declares Vale. “A recent study by Intuit found that 40% of America’s workforce will be freelancers by 2020 and there were 1 million more freelancers in the US in 2015 than in 2014. In the UK, the number of self-employed people has reached nearly 5 million – approaching the number of people employed in the public sector.”



## Background screening providers need to protect themselves from the reputational and financial risks associated with data breaches.”

Robert Vale, CEO of ClearStar

This shift in the traditional employer/employee relationship has created both opportunities and challenges according to Vale. “Employers have been required to familiarise themselves with, and adapt to, the unique issues involved in background screening the growing population of casual workers – and background screening providers are looking for solutions to these new problems.” At ClearStar, for example, earlier this year they launched their ClearID on-the-spot ID validation and face-match technology, designed to be used on a mobile phone, and ClearContact, an electronic qualified labour address book, to facilitate the rapid employment of transitory labour on site. Vale suggests that employers are making themselves increasingly vulnerable by not carrying out checks on casual workers; saying that this type of hire should be checked as effectively as direct, or permanent, hires.

Vale also considers that there is an unfortunate trend among employers to rely on social media to make decisions. “It can be very tempting to save money by seeking out this information to form a decision rather than conducting proper background checks.” However, Vale believes the information on a candidate’s social media profiles may inadvertently lead you to a discriminatory decision and it is no substitute for a thorough background check based on quality in-depth information. Vale also recommends that companies conduct background screens for those who already work at a company on an ongoing basis, saying an entry level employee who has been promoted through the ranks may not have been screened in five or more years, exposing companies to risk as their responsibility increases.

Regarding global recruitment, Vale feels the increasing movement of people across borders renders traditional methods of applicant verification insufficient. “As such, I think we will see an increasingly global approach to background screening with employers demanding information from across borders. This is further complicated by Brexit: it is too early to know the precise implications of this as the relationship between the EU and the UK is yet to be determined, but once the UK exits the EU, UK-based organisations will be required to find a way to legally transfer data from the EU to the UK.”

Finally, Vale notes that recent data breaches in a multitude of sectors have received a lot of coverage. High profile cases such as Talk Talk’s loss of the personal details of 157,000 of their customers have focused minds on the importance of strong cybersecurity. Background screening companies store large amounts of sensitive data so increasing investment in cybersecurity is likely to be a key theme of the coming years perceives Vale. “Background screening providers need to protect themselves from the reputational and financial risks associated with data breaches.”

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