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The **global** online
recruitment magazine

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We bring marketing thinking to recruitment

FROM THE EDITOR PREFACE

Welcome to the Sept / Oct 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 jobboards 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

David Hurst, CEO, Onrec



onrec

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AND MORE...

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onrec

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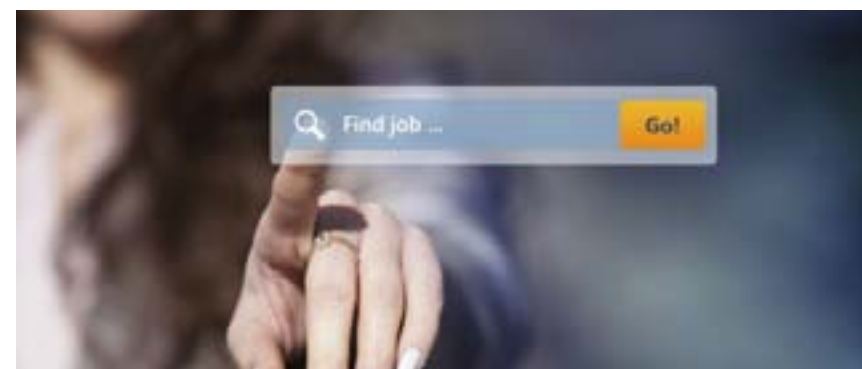
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NEWS

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 report¹ 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 £27,600² 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
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. CareerinAudit.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

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

Recruitment has changed

Are you keeping up?

"In my opinion, eArcu is the best ATS solution in the market by a long way, we would recommend it above any others."

Alastair Cartwright
Ingenium People

Word cloud containing terms: CANDIDATE FEEDBACK, LinkedIn, Responsive Design, On-Boarding, CV, Reputation, Facebook, SAAS, Analytics, JOB BOARDS, WEBSITE INTEGRATION, Single Sign On, Interviewing, Video, eArcu, ISO27001, Agency, ATS, Psychometric Testing, Communication, Referrals, Social Media, Recruitment, Social Profile, Aggregators, Situation Judgement Tests, Line Manager Integration, SELF SERVICE INTERVIEW BOOKING, Employer Brand, Mobile Candidate Experience, offers, Security, SEARCH ENGINE OPTIMISATION.

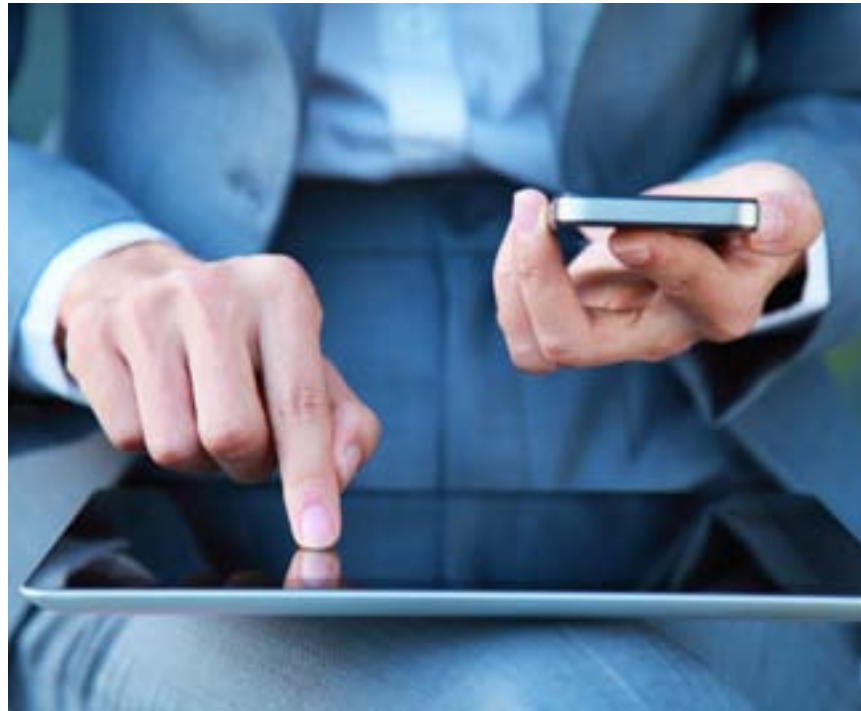


For information on eArcu's proven and future-proof ATS solution email damian.nolan@earcu.com or call 0800 085 0340.

We work with world leading recruiters...



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
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
www.kamanchi.co.uk



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your business up

It might seem steady, but it's not. You might think you are protected, while you're not. Not you, not your workers, not your clients.

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.

Secure a profitable and growing future for your business and choose a solid, compliant alternative. Choose Centralus and enjoy our multiple packages -tailored to your business- in terms of payroll solutions, insurance choices and legal guidance. That way, you can focus on your core competencies and transform opportunities into growth. Step onto solid ground and contact us.



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
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
www.pocketrecruiter.com

BIG DEBATE

Charlene Brown,
LoveLocalJobs.com

Job boards should see social media as a tool to complement their activity and not as a competitor. It is key to find out what channels your audience are using and join them. The majority of job seekers use mobile devices to search for jobs and tend to save the adverts for later to apply. At the moment there is little trust in applying for a job via a mobile device. LovelocalJobs.com are developing and updating their platform to gain trust from the jobseekers to apply via their mobile devices which will be an important development in the market.

Simon Hughes,
Jobatar

Job Boards are adapting to an ever changing job market. Some are becoming more niche, or they are providing more add-ons. Video is increasingly playing a larger part in the Employer Branding piece when creating a job advert. Video job descriptions are gaining in popularity. Offering candidates the flexibility to record a Video Interview, directly from a job board is also gaining traction. This and other services will keep Job boards at the forefront for applicants searching for their next job.

[BIG DEBATE QUESTION]

How are jobboards evolving to keep pace with advances in social media and mobile?

Ryan Armitage,
 247 Professional Health

Here at 247 Professional Health, our job board is easily accessible on our website from both desktop and mobile devices. In recent months, we have noticed that much of our target market accesses our information through social media sites such as Facebook, Twitter and LinkedIn. To react to the trend, we are regularly posting links back to our job board alongside links to direct jobs themselves to ensure that our followers are always clued up on our available roles and opportunities, and we've definitely seen a rise in traffic to our jobs board through doing this.

Suzie Berry,
Pareto Law

Job boards are going social, disseminating roles faster and more widespread than ever before, keen to tap into the pool of Millennials and the newly emerging Generation Z. Aside from the obvious of creating a user friendly mobile interface, job boards are using their brand to leverage this huge candidate asset of followers and likers. The necessary evolution is to amass the passive candidate (because hey, that's liable to change...) through a well-developed brand story, building an engaged following who see a value add to their lives from insights and colourful content is key to success.



TEMPS & CONTACTORS

Has anyone cracked doing temps online?

After many years, online recruitment is starting to come into its own for temps and contracting. With ever improving technology and benefits for both surging or receding economies, this sector looks

set to stay.

In fact, Jacques de la Bouillerie, Managing Director at Coople tells us that the number of temporary workers has grown in H1 2016 vs. last year by 1.27%

(to almost 1.7m temp workers), according to the Office of National Statistics. Of course, things may change after the result of the EU referendum. Bouillerie comments that it is still early to ascertain



We are seeing ever-increasing demand for contract workers, particularly in the transport and logistics sectors. ”

Marcus Green, Director of Nova Contracting

sector.

We're at the cross-roads of two trends on both the hirers' and the workers' sides, says Bouillerie: "Firstly, on the worker side, there is a growing appetite for flexible work in general, particularly with millennials, we are seeing record-levels of temp workers (almost 1.7m) and freelancers (1.9m in 2015 or +36% since 2008). People want to have more control on their work life and re-establish balance between themselves and their employers. On the hirer side, companies have typically managed resourcing in ways that haven't evolved with the changes in the economic environment, such as new technologies and digitisation, or the changes of aspirations of workers, who want more control, flexibility, and diversity of experience. We are now seeing more and more businesses are starting to re-think completely the way they envisage staffing in general and flexible resourcing in particular. They are trying to define new ways of recruiting and they can see that on-demand staffing allows them to adapt to the new environment and think outside the box." Coople believes it is at the heart of where these two trends are converging, so is perfectly placed to provide a marketplace that helps those two sides meet and engage in an efficient and transparent way.

Marcus Green, Director of Nova Contracting predicts that the vote to leave the European Union will probably have a neutral effect on the contracting sector with any negative impact from cancelled projects or delayed investment countered by an increase in the need for flexible workforce, which is always favoured in times of change. "We are seeing ever-

increasing demand for contract workers, particularly in the transport and logistics sectors, to feed our appetite for online shopping and home delivery services. That market will continue to grow year on year."

Green is also hopeful that the new Chancellor will have other priorities to occupy him rather than imposing more rules and regulations on the contracting community. He continues: "If we're really optimistic we would hope that he puts employment flexibility at the top of the priority list for the current consultation on IR35. The Autumn Statement could give us a clearer indication of the new Cabinet's intentions – it would be a great opportunity to demonstrate support for our vital sector and the major contribution it makes to the UK economy."

Ben Lawrence, Sales Director at Your World Healthcare, reports that the market for temporary staff in his field this year is extremely healthy and they have seen an increase in the number of both temporary and permanent vacancies that they receive. Lawrence claims this is in part due the quality of staff and service that they provide, but also due to the substantial shortfall in the number of qualified healthcare staff available for work in the UK. He believes this is the result of poor workforce planning on behalf of HEE and looks set to continue beyond 2020.

A change this year affecting business says Lawrence is that the agency rate caps have now created a level playing field amongst agencies, which gives an advantage to those who offer the best service. He comments that by removing the high priced supplier from the supply chain, this will enable departments to



The online temporary recruitment market is capable of capitalising on either a growing or recessing economy.”

Tom Rowbottom is Director at TempAuction.com

recruit more staff at a fair rate. Regarding future changes and the following the EU referendum result, Lawrence anticipates that the government will soon come out and reassure those EU nationals who are already in the country that they are very welcome here and that they can stay to work.

David Dourgarian, is CEO of TempWorks. He provides us with the view from America, as well as the pros and cons of hiring temp workers everywhere. “Since the economy has bounced back from the recession, the temporary staffing industry has seen steady increases each month. According to data from the US Bureau of Labor Statistics, 255,000 jobs were added in the month of July when only 180,000 were expected. These job gains occurred in professional sectors such as business, healthcare and finance. Whenever we see the number of jobs increase in the market, it’s a good indication that the staffing sector is also healthy. Many business owners turn to staffing agencies when they need open positions filled ASAP because agencies already have databases of eligible workers ready for hire. It’s safe to say that a number of the positions that have been filled recently came from staffing agencies.”

However, the staffing industry is no longer just for clerical positions, states Dourgarian. “Temporary workers now hold various titles including accountants, financial officers, nurses, doctors, scientists and lawyers. Nearly every single industry out there has the ability to hire temporary workers- and they should. Hiring these workers allows your business to be more flexible and adjust to workload fluctuations like extended employee absences (i.e. maternity leave and disability leave) or unexpected demands such as special projects and peak periods. Hiring temporary staff also lets you evaluate workers until you find the perfect fit for that position and your company, which can save time and money down the line.”

While the pros to hiring temporary workers generally outweigh the cons, there are a few drawbacks, according to Dourgarian. He reminds us that all employees require training when starting a new position, so if you’re constantly hiring new temp workers keep in mind that they will need time to learn the ropes. “Another issue that can arise is decreased employee morale. Many times temp workers may feel that they aren’t being compensated as well as their regular employee counterparts, which can cause their morale to take a dive.”

Another challenge facing managers is staying competitive, says Dourgarian. “The demand for jobs is increasing, which is a good thing for the staffing sector because employers are looking to place workers in positions. However, this also means that there is a high demand, which can be a challenge because skilled or desirable workers might receive multiple offers. To hire the best talent, employers will have to be competitive when making job offers, offering a higher salary or better benefits package. It’s also important for employers to market themselves and keep existing employees happy. When done correctly, happy employees will refer friends, which keeps the pool of qualified applicants growing. Additionally, if your staffing agency hasn’t already integrated social media and technology into its recruitment strategy, it’s definitely time

to incorporate this. Potential employees will search social media channels before making a decision on accepting a job. It’s important that your company’s culture is reflected here. Another update you should make is mobile. More than two thirds of people search for jobs on their mobile devices—so if you don’t have a mobile-friendly site, it’s time to get one.”

Tom Rowbottom is Director at TempAuction.com and says the providers of online temps offer businesses consumer convenience, allowing them to easily source temporary workers by posting their requirements online. “This b2b marketplace model has already proven successful for other services including insurance, training and finance, so this sector has the potential to be incredibly lucrative.” We must be cautious though, says Rowbottom, there is a potential risk with removing the human touch from the process and relying solely on technology, particularly when cutting out the employment businesses, as reduced costs to hire could come at the expense of quality, compliance and customer service. Online recruitment websites must add value to the recruitment industry rather than negatively impacting the market or even worse diminish and already unjust reputation.

The future

Despite the sombre statistics released over the past couple of months, the medium to long term effects of the EU referendum on the recruitment industry are still unknown; however, Rowbottom is convinced the online temporary recruitment market is capable of capitalising on either a growing or recessing economy. “In times of economic growth and high employment, employers need to widen their search and tap into a broader talent pool in order to fill the skills gap. Temporary recruitment websites provide an incredibly efficient and cost effective way to source workers from a ‘crowd’ of recruiters or pool of candidates, and therefore provides employers with a very attractive solution. In tougher climates, recruitment agencies embrace innovative products which help to develop fresh leads and increased sales. With a network of hungry recruitment agencies these websites can therefore offer employers a high calibre of candidates and quality customer service, as recruiters compete not only on price, but ratings, reviews and reputation.”



Empower your Human Resources – recruit, manage and develop key talents



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LAUNCHES

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



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

Online exclusive

Visit onrec.com for the latest information on online recruitment

4> New Tech Start Up Company Attracts Investment

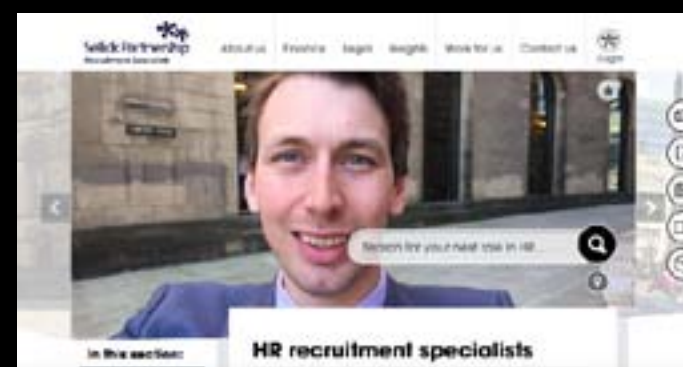
Tec Partners was formed only eight months ago and has enjoyed exceptional growth since then. Based in Norwich, Cambridge and East Anglia, the company has attracted significant investment to assist with ambitious business plans, moving forward. Launched in October 2015 by Paul Kitley, Chris Beech and 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

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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

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/

Launched a new e-recruitment site or product?

Please let us know by emailing editor@onrec.com

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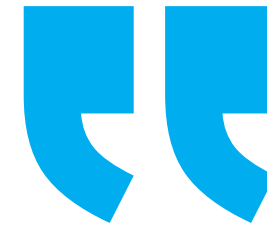
TALENT MANAGEMENT

What's new with Talent Management Systems?



**By Lauren Mackelden,
Features Editor, Onrec
Magazine**

What we are seeing now is the realisation of many of the sophisticated data, analytics, reporting and format features that have been talked about for the past few years, says Liam Butler, VP Sales, EMEA, at SumTotal. "The improvement in analytical software, spurred on by powerful platforms, give HR leaders a comprehensive view of all of an organisation's HR data." Using all this data, an organisation can generate a self-development model through the insights afforded to both the employee and the



A lot of the newer technologies out there are naturally trying to make use of data to offer users predictions and insights, but they're not yet working with the right data ”

Rick Devine, CEO & Founder of TalentSky

organisation, leading to a hyper-personalised learning plan that helps employees improve their performance and potential.

Butler explains that both employees and employers can easily monitor what they have learnt, how they have learnt it, and what they need to do next. Butler comments that adoption rates are always important for HR software so visibility into progression is key for an increasingly millennial workforce that, on the whole, wants learning recognition, feedback and the ability to direct their own learning.

It's an age old problem, says Butler, but often learning and development software is implemented without being mapped to how it will drive organizational and business strategy and goals – making it much harder to prove its ROI. "When business strategy and the future skills that need to be delivered to the frontline to realise this strategy are understood – that's when HR software is at its most powerful." He suggests HR leaders should ask the questions: Who are we targeting? Why? What do we hope to accomplish with the skills learnt? Butler feels it may seem evident but direction and buy-in from the top-down on why learning is being implemented is key.

Butler also believes that when clients are considering a new talent management system (TMS) they should take a long term view. Which are the skills needed today and which are the skills and technology needed in five years' time? This is always difficult to map, as job roles and titles are changing faster than they ever have before – chief data officers, data analysts, revenue officers and productivity and social media managers are all jobs that are recent to the job market. Technology disruption also means that the workforce is consuming learning in more ways than it ever has before – through mobile apps, podcasts, ebooks, video and visuals. But it's still worth HR leaders mapping their future strategy to skills and technology and assessing whether the preferred TMS choice will hinder or complement their future learning strategy.

At Workday, Karen Minicozzi, vice president, HCM product strategy, EMEA, Reminds us that the role of HR has already evolved through technology and tells us that we'll continue to see the function move away from on-premise software and into the cloud. According to Gartner, cloud-based HR software will account for 50% or more of total HR technology spending by 2017. Minicozzi believes that The Holy Grail for HR professionals is a single, unified system that can bring together the workforce, align and assess talent, provide insight for pay performance, and assist with leadership succession. "Talent management should not be bolted on, but should be integrated at

the core of the system.”

Within that, Minicozzi reports that HR is increasingly looking to apply predictive analytics to talent management in order to identify patterns and trends to help the business make informed people decisions. For instance, do employees in certain positions or roles last an average amount of time? Where in the organisation is retention particularly problematic? From there it's possible to drill down further and look at the reasons. What type of people are leaving and do we want them to leave? With this data Minicozzi says they can predict who will likely leave based on previous exits and recommend options to mitigate the risk.

The benefits of moving to new talent management systems can be measured both in terms of efficiency and financial savings. According to Bersin by Deloitte, companies with newly upgraded HR systems see cost savings of 22% per employee.

Traditional systems too often work in "silos", and lack intuitiveness and simplicity. The business needs HR to be able to make fast decisions which means having the ability to bring together a single view of all people data. From an engagement perspective, to ensure talent management tools are widely adopted, it is crucial to ensure that HR systems are user friendly and make it as simple as possible to complete associated tasks.

Rick Devine, CEO & Founder of TalentSky also values the importance of the not just any data but the right data: "The idea of having a manager provide developmental feedback to their employees once per year is insufficient in the employment system today. Rather, companies are looking for systems that provide more real time feedback to their employees and how they stack up to the demands of their current role, or any aspirational role in the company. A lot of the newer technologies out there are naturally trying to make use of data to offer users predictions and insights, but they're not yet working with the right data. They will need to evolve to emphasize and prioritize candidates' relevant skills—independent of what roles and experiences they acquired those skills in.



The Holy Grail for HR professionals is a single, unified system that can bring together the workforce, align and assess talent, provide insight for pay performance, and assist with leadership succession. ”

At Workday, Karen Minicozzi, vice president, HCM product strategy, EMEA

Technologies that can do this will level the playing field by eliminating an array of hiring biases and instead focusing on tangible and quantifiable qualifications.” Devine does admit that determining whether candidates are a cultural fit will continue to be a more subjective process, however.

According to Devine, all companies want to do a better job of developing and enhancing the work experience, and engagement, of their internal talent. “Increased engagement leads to a more productive workforce, reduces attrition and recruiting cost, and increase performance and ultimately profitability of the company. Also, it is the obligation of all employers to care for their employees to the best of their ability, to make them more successful, and best prepared for the future. (This is also what companies want, by the way.)”



Recruitment Retail Sites

Charles Hipps, CEO & Founder, WCN

The retail environment never stands stills and any retailer with ambitious growth plans, seasonal requirements or large annual intakes should be looking at automating volume hiring as a vital element of their talent acquisition strategy.

WCN has worked with major retailers including Marks & Spencer and the John Lewis Partnership to help accelerate hiring and fulfil a relentless appetite for expansion. And many more retailers are now following suit. Whilst candidates can still walk into a store and put forward a paper CV, online recruitment is enhancing the high volume recruitment process to plug immediate gaps and help organisations achieve growth ambitions.

A good retailer will look to leverage technology to reduce the workload of volume recruiting, so you have more time to work closely with candidates, ensuring the process does not neglect the human element.

Candidate experience cannot be neglected due to demanding schedules. The repercussions of having a poor candidate experience can resonate far beyond recruitment. For example, John

Lewis Partnership, a WCN client for 13 years, views each potential applicant as a both an existing and future customer. The retail giant recently shared that they would expect to lose up to £4.8 million per annum without adopting a positive approach to candidate experience.

At Marks & Spencer, WCN technology has sped up the time to hire to a process that typically takes just three days from application to onboarding. This does not forego the need for quality – time for testing and face to face interviewing is included in these timescales. The reason for this is that striking a balance between quality, volume and speed of hire, in a way that keeps customers, employees and business leaders satisfied, is a key talent and business challenge for retailers and it is essential that recruitment practices remember this.

Increasingly, we are finding that candidates want easy access to application forms. It isn't just a desktop solution now and so we are looking at mobile platforms that connect with LinkedIn profiles or allow file uploads from systems like Google Drive.

In addition, the power of social media platforms such as LinkedIn and Glassdoor reinforce this – positive messages about recruitment processes are vital in an environment where messages are spread far and wide, and crucially candidates are also often customers! Great recruitment, whether you are looking for one highly specialised candidate or one thousand frontline staff, hinges on high-touch relationships.

Our partners Cammio have a great example of this through the video interviewing integration they put in place for global lingerie firm Hunkemöller where the retailer was able to efficiently screen a high-volume of candidates based on personality while providing an engaging and on brand experience for their candidates. The use of video provided them with a better first impression of their applicants, making it easier to identify the strongest candidates in the earliest stage of the process. Gift vouchers are even provided to unsuccessful candidates. This is a great vision of what lies ahead for the future of retailer recruitment.



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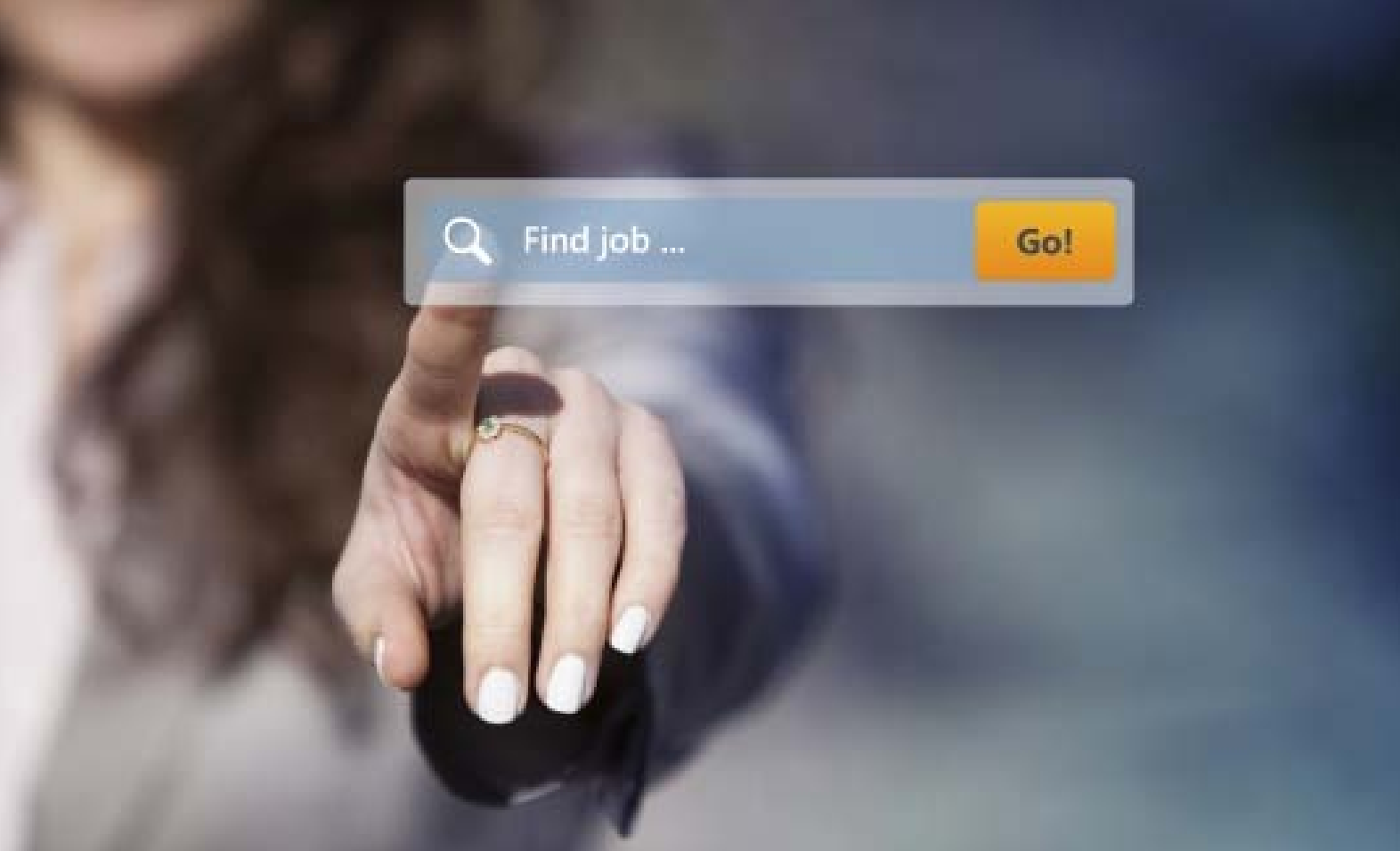
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Aggregators

Julian Ladd, Global Head of Sales & Account Management, WCN

Online recruitment is now commonplace and the role of aggregators is becoming more important than ever to helping to spread awareness of a role and help in the hunt to hire the highest quality of candidates.

Aggregators are now a central tenant of organisations' recruitment strategies. The appeal of these products are that they offer multiple job board posting to thousands of sites, internal and external CV searching, referral programs, publishing of jobs to social media networks and other bolt-on services.

In the age of social media, they have certainly evolved to keep aligned with contemporary recruiting behaviours. The job posting aspect includes performance management, integration with current systems, candidate management including shortlisting and contacting in bulk.

There are also job vetting options to prevent any potential issues with vacancy content using surveys that can be sent to candidates or attached to job adverts and are used to filter candidates based on their answers and deliver the most relevant as a priority.

At WCN, we advocate the use of partners such as Broadbean and Idibu because using one of these services can help to save recruiters' valuable time and can be integrated with our website design for complete efficiency.

However, there are challenges with using aggregators and recruiters must be savvy in their reliance on these outcomes. For instance, the widespread coverage from an aggregator typically increases the quantity of applications to a post – but only good intelligence can determine if this quantity is of the right quality, or if it is having an effect on recruiter screening time?

It is also worth considering how reliance on aggregators might impact on great candidate engagement? We believe that engagement can be underpinned by technology and done well, it is a means to reach more top talent quicker and more effectively.

At a time when diversity of candidates is hitting headlines and impacting boardroom goals, recruiters have to be more targeted in identifying ways to drive applications from wider groups of candidates – for example, those from a BME position; females applying for leadership roles; and more quality candidates from lower socio economic groups.

The online recruitment market needs to be more responsive to the continuous cycle of innovation and recognise the increasingly competitive marketplace that is rapidly getting tighter.

The pressure is on to be faster, quicker, deeper and importantly reach more candidates in order to be more representative of the society they operate in. To do this, virtualisation is a vital part of the new talent acquisition process utilising the potential of new predictive techniques and big data to identify the brightest stars who could be part of the future.

Additionally, although there is a surplus of candidates on the horizon, academics are already pointing to a deficit of skilled talent domestically. Therefore, aggregators must respond by adding global networks and promising to integrate job boards that firms will be reliant on in the not too distant future. After all, technology will undertake the heavy lifting in the new normal of talent acquisition.

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