



The College was formed in 2000 and is now, following the merger with Salisbury College in January 2008, the main provider of further and higher education in Wiltshire, with an excellent reputation for quality provision, innovation and student care.

With over 3300 full-time students, 6000 part-time students and 800 University Level students Wiltshire College is an exciting place to study.

The Challenge

As a large college with multiple sites and high volume recruitment, the college had a number of recruitment objectives that they wanted to achieve:

1. Improve control and visibility of all recruitment activity
2. Drive down recruitment agency spend
3. Introduce more cost efficient recruitment methods
4. Engage with social media tools such as Facebook & Twitter as part of their online sourcing strategy
5. Create their own talent pool of candidates
6. Improve the candidate experience by adopting a paperless end to end recruitment process
7. Automate the production of key reporting information
8. Have access to an outsourced recruitment service which helps the college to:
 - Place on-line adverts and reach out to a far wider and more diverse target audience of not only active job seekers but passive as well
 - Manage candidates effectively throughout the entire recruitment process
 - Key placement stats from January 2015 - date

Our Approach

In order to accurately reflect the specific needs of the college and improve the efficiency of recruitment activity, networkx visited the current HR Director and worked closely with the HR Department in order to create a unique solution.

Combining core functionality with the necessary additional modules, our recruitment software was specifically configured to reflect the recruitment and selection processes adopted by Wiltshire College and create the control needed across the organisation.

The technology was implemented alongside networkx' Candidate Attraction and Candidate Management services to provide a more cost effective sourcing option for a wide range of vacancies which spanned right across the board from lower level positions up to senior management.

networkx

INNOVATE RECRUITMENT

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The Solution for Wiltshire College

Following consultation, networkx provided a complete solution to achieve their outlined objectives.

Objective 1: Improve control and Visibility of all recruitment activity

Designed to provide the control required by HR, Wiltshire College utilise the apoint technology as a centralised platform through which they manage all their recruitment activity. User access rights control access to both functionality and vacancies whilst the option to create pre-defined advert templates and job descriptions help control the information published and communicated to candidates.

At any stage of the recruitment process, HR remain in complete control with access to real time overviews that provide key information such as the status of applications and shortlisting progress.

Objective 2: Drive down recruitment agency spend

Through the utilisation of networkx' recruitment services, many of the vacancies previously sent to Agencies are now filled through the more cost effective Candidate Attraction and Candidate Management service.

Objective 3: Introduce more cost efficient recruitment methods

The increased cost efficiency of recruitment is driven by networkx' ability to help the College reach a much wider target audience of candidates and the use of a broad range of sourcing strategies to target candidates with the skills they require.

- The college has used an agency only twice since Jan 2015
- Key placement stats from January 2015 to date
- 51 hires made via networkx

Objective 4: Engage with social media

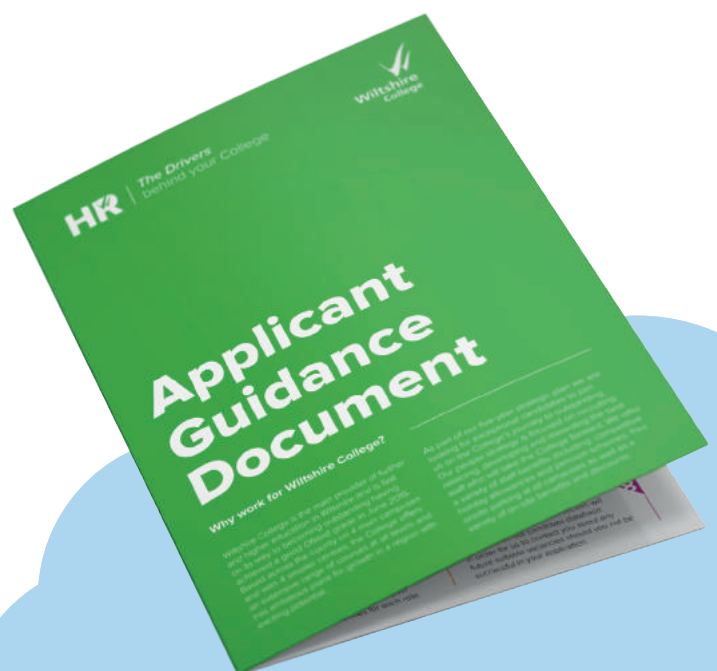
Engage with social media tools such as Facebook & Twitter as part of their online sourcing strategy.

All vacancies are not only published to the college's careers page & intranet but also to Twitter and Facebook.

Objective 5: Create their own talent pool of candidates

Designed to deliver an unrivalled candidate experience, as part of the online application form all candidates are now required to register their details when applying for vacancies with Wiltshire College.

The details of each candidate are automatically added to a searchable database that can be used to identify and communicate with any candidates that may be suitable for future vacancies.





Objective 6: Improve the candidate experience by adopting a paperless end to end recruitment process

Whilst the sleek and modern online application process presents a consistent and professional image to all candidates, it is the candidate account created upon registration that offers a premium experience.

This dedicated portal not only allows each candidate to save and return to part completed applications, but also track the status of all submitted applications.

Candidates can also access copies of all communication sent by the college including interview details via their candidate portal and set up job alerts to be notified of other opportunities.

Objective 7: Automate the production of key reporting information

The need to manually collate key information such as cost per hire, time to hire and equal opportunities has been eliminated through the introduction of apoint's integrated reporting tools.

Whether Wiltshire College wish to report on a particular vacancy or on recruitment as a whole, the comprehensive reporting suite within apoint ensures quick and simple access to data in real time including Equal Opportunities Monitoring Information.

In conclusion by combining the right level of recruitment technology along with network' candidate attraction and candidate management services the college now have a professional approach to sourcing new talent and delivering a premium candidate experience.

Objective 8: Have access to an outsourced recruitment service

Not only does the network service reduce the cost per hire for the College but by managing candidates throughout the entire recruitment process on their behalf, significant time savings are also delivered further improving the cost efficiency of the college's recruitment activity.

The Outcome

Due to the specific functionality integrated within the recruitment technology and the flexibility it offered, the simple yet sophisticated solution was implemented to support recruitment across all areas of the college

In Conclusion

The college now has a professional approach to sourcing new talent that matches their reputation as an one of the leading, most innovative and forward thinking FE Colleges in the UK.

Built in house, by our own team of developers, the software offers unrivalled flexibility and the functionality that supports the recruitment activity of any business.

The Result

