# Elevate

# Case Study
# Building An Alumni Private Talent Pool

## Next Generation Financial Services Recruitment.

A leading UK Financial Services company is one of the UK's most significant users of contractor and contingent labour. With multiple MSP's and numerous systems, the landscape is complex and distributed. They have a high number of specialist technology and IT contractors spread across the UK from London to Edinburgh.

In association with one of the Managed Service providers Elevate Recruit™ was selected as the technology platform to "Build and Nurture a Talent Pool of Alumni". The client saw the benefit of engaging with a community of former employees and contractors.

The Talent pool of known workers and ex-contractors, can quickly join up and see recommended jobs instantly. As a part of the Alumni, community candidates are made aware of opportunities to work on exciting projects.
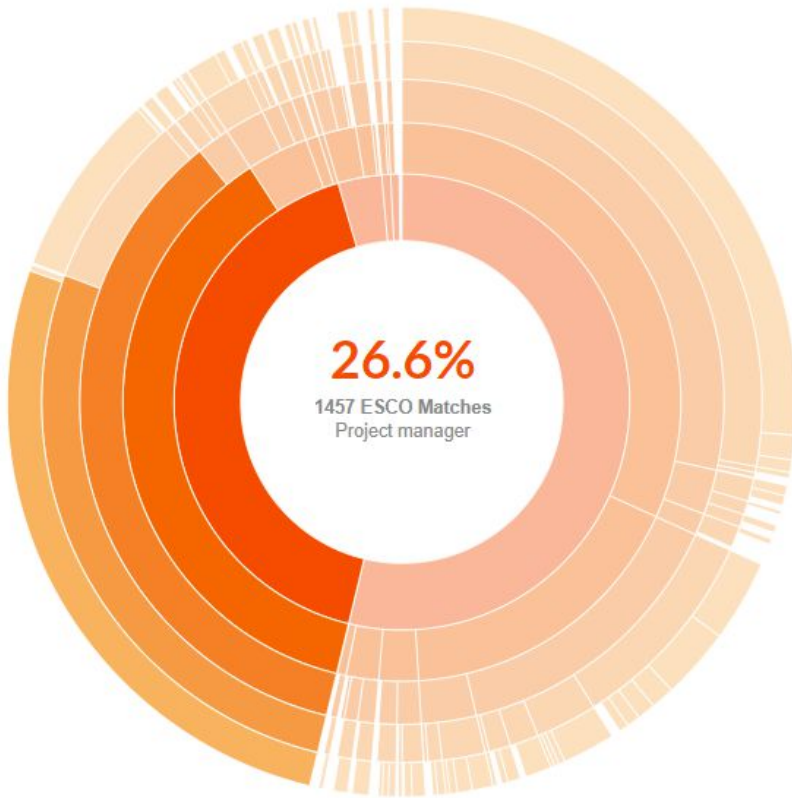
> " Elevate's intelligent software allows organisations to build a dynamic view of all the talent available, internal and external; past, present and future.

Elevate Recruit™ allowed the client to create and build their Alumni private talent pool of potential future workers and to establish a direct channel that enables the client to leverage its brand to attract and nurture talent. For candidates, the registration process couldn't be more straightforward. It just takes a moment to upload a CV and create a profile.

# Building the Alumni Talent Pool

Within the space of 18 months, Elevate built a pool of circa 5000 specialist contractors, all of whom had been engaged by the bank previously. From the **Elevate Open Market™** a significant number of these alumni were sourced and invited into particular alumni-only/invitation-only Talent Pool.



**Talent Pool**

Total Members — 5699

**ESCO Classifications**

- Managers — 2282
- Administrative and commercial man… — 2029
- Business services and administratio… — 1939
- Business services and administratio… — 1475
- Project manager — 1457

Recommendation rates were high, right from the start, with a very engaged audience, ensuring that sometimes up to 40% of job applicants were coming from within the Talent Pool.

# Using AI & ML

The Elevate platform uses its intelligent AI and Machine Learning to provide a recommendation of candidates for the opportunity – this means that contracts opportunities are sent to the candidate so they don't have to spend time searching. Once registered as part of the Alumni community, the client is able to contact the most appropriate candidates with exciting opportunities. With a fully responsive mobile application, candidates see matching assignments on the go.  Once registered candidates can leave the community at any time.