

Case Study

“ The best thing about the networkx ATS is that it is modular and can be customised as you need ”

Lizzie Mills
Resourcing Manager



EASY TO MANAGE



DEDICATED ATS SYSTEM



IMPROVED EFFICIENCY



Peopleplus are a leading skills and training business helping people to transform their lives and businesses through work, training, education and financial advice.



Birmingham, West Midlands



1500+ employees



CHALLENGES

networkx first partnered with PeoplePlus in 2018, after they were notified that the system that they had been using for several years was no longer going to be supported.

With high costs assigned to even the smallest of text changes, the system had undergone very little development since it had been implemented. They sought help from networkx to:

1

Create an easily managed system, with a user friendly interface

2

Be able to request small adjustments without experiencing high costs

3

Have the ability to replicate their existing offer process

4

Avoid some of the challenges that were associated with their old system

SOLUTION

Usability was one of the primary drivers for the business. A simple user interface and intuitive design was key to reducing the amount of time the HR team spent chasing line managers and supporting them to complete the necessary tasks, something that had actually become a full time role for one member of the team.

The ability to replicate their existing offer process, seamless integration with the IRIS Cascade HR Software and role specific adverts and application forms were also key.

Having tailored their system to meet the needs of the HR team, attention turned to delivering the best possible experience. Using the Onboarding portal to bridge the gap between the networkx ATS and their HR system, PeoplePlus ensure that necessary tasks were completed for all a new employees starting with the business.

Since the implementation of the Onboarding portal, all Right To Work checks and documentation is completed prior to a candidate's first day and added to the HR system.

New functionality such as video interviews via MS Teams allowed the company to continue to recruit throughout the pandemic, and will continue to be utilised as part of a blended approach to interviewing candidates in the future. The networkx network also helped reduce cost per hire, generating 77% of all applications and 43% of offers.

The fact that PeoplePlus receives thousands of applications via the networkx network means that they do not have to use any other attraction methods for many of their roles and therefore achieved a the cost per hire of just £70.03 per candidate between Dec 19 -20.

networkx
INNOVATE RECRUITMENT



“ The best thing about the networkx ATS is that it is modular and can be customised as you need. Although we were not ready for the Onboarding portal straight away, the fact that we could add it to our system when we were in a position to do so meant we didn't have to pay for functionality until we were ready to use it.

Throughout the implementation networkx really listened to what we wanted whilst also providing valuable advice and guidance as to how the system could not only support our own processes but could also help us enhance some areas too. There is a lot of knowledge and experience that goes into each system set up and this really helps maximise ROI.

The support team is amazing and they always respond really quickly to resolve any issues. I love the ability to raise tickets from within the system as this is great for Line Managers and removes any need for us to get involved in issues that can be resolved directly.

”

Lizzie Mills, Resourcing Manager
PeoplePlus