



## Helium Talent Bank™ *Top Talent on Tap*

A futuristic recruitment service ready now to offer you:

- Recruitment
- Outplacement

Helium's Talent Bank™ identifies screens and matches candidate skills to a clients future need with the potential to save up to 50% on current recruitment costs.

With numbers of clients using Talent Bank™, outplacement and identification of potential roles becomes a valuable tool for those managers challenged by having to downsize in tough times.

Helium Talent Bank™ will provide the following benefits to an organization:

- A significant reduction in the overall spend on recruitment
- Industry standard guarantee period
- Scalability to meet your organizations needs
- Identification of best people skills and cultural fit to your organisation and prepares silos of talent
- Future proofing by identification of staff for projects, in line with a strategic sourcing approach
- Reduced elapsed time of the recruitment process
- Improved cash flow on recruitment with no large one off payments
- Works in conjunction with existing staff and will improve their productivity
- Outplacement Service to assist during times of restructuring
- Bench marking of existing staff
- A complete selection process and presentation of short lists of suitable candidates for roles as they come live

Additionally and for a much reduced extra cost Helium Talent Bank™ will provide:

- Psychometric testing and preparation of Ideal Profile for positions
- Exit Interviewing and trend reporting

Whether it's a candidate rich or candidate poor market place Helium's Talent Bank™ can provide the answers and benefits to assist your organization spot key talent early so that you can act quickly to take advantage.

If you are an employer of resource where there is a likelihood of a turnover of 3 or more per annum, then Talent Bank™ will work for you. At an affordable monthly cost where the first permanent placement in any calendar year DOES NOT incur a recruitment fee, and each subsequent placement is at a fixed price, you get a recruitment process that has a stable impact on your cash flow and most importantly allows you to concentrate more on running your business for an annual cost that will make you Smile!

Helium's outplacement service is Talent Bank™ in reverse. Instead of Helium identifying talented staff for your future needs, we take the talent you are releasing and match their skills to the needs of other clients in the Talent Bank™ pool.

For an additional cost Helium will tailor outplacement services to meet individual client requirements. This could include career advice, CV preparation, interviews techniques and so on.

The attached brochure outlines Helium's Talent Bank™ offerings in more detail.

Call either of Helium's Directors now for further information!!

