



HR Department swamped with unproductive admin? Move employment referencing off the desk and into the cloud

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Reference Hub announces launch of next-gen approach to process automation, dramatically reducing the workload and cost of issuing references for current and former employees, improving HR resource utilisation and operational efficiency.

HR teams everywhere play a key role in mitigating business risk through rigorous pre-employment checks. In sectors such as Security, there is often a legislative need or client requirement to carry out full background checks: employees not only embody a company's values and brand, they also have unprecedented access to their assets – and perhaps also those of their customers. So those recruitment decisions can have major reputational and financial repercussions.

But what happens when that carefully vetted candidate moves on...and on...and on? Of course, future employers have the same duty to check employment history, placing an ever-increasing burden on former employers to provide information. In fact, the number of reference requests has increased by as much as 30% over the last 2 years in some sectors. So, particularly in high staff turnover businesses, providing employee references is a costly, time-consuming process that ultimately delivers no tangible business benefit.

Reference Hub has launched an innovative solution to this problem, designed to automate the entire referencing process and outsource it to the cloud. The system is completely self-managing: employee data is stored in a secure, cloud-based environment, for verified recruiters to download on client-defined and branded reference templates through a secure

portal. Additional email and SMS-enabled candidate permission workflows ensure that the subject of the reference has full control over who sees their employment history.

The benefits of automated referencing flow right through the employment lifecycle:

- Reduced cost and administrative burden on those HR departments providing references. Valuable HR resources can be refocused on business-critical tasks, with no compromise on quality of reference information given or organisational branding.
- Fast, accurate and far less labour-intensive reference checking process for recruiters seeking to vet new candidates. Instead of time wasted with repeated requests and chasing by phone and email, sometimes waiting for weeks for references to arrive, references are immediately available to download once the candidate has given permission. New roles can be filled more quickly with faster, smoother onboarding.
- Faster referencing process means that candidates themselves can move into a new role more quickly and have full control over who is able to see their employment history. Additionally, individuals can log in to view the information held on them, as well as to upload additional information such as criminality checks, proof of professional qualifications or training certifications for prospective employers to access during vetting – increasingly important to support ‘gig economy’ workers.

Following a successful trial including launch partners from the Security sector, Reference Hub today launches its enhanced platform. Paul Slater, Director, Reference Hub said: “Over the last 6 months we’ve been working with several partners in the Security sector, to develop a simple, user-friendly and highly effective solution that benefits previous, current and prospective employers alike, as well as candidates themselves. With more and more companies wanting to undertake background checks on prospective employees, the number of reference requests employers receive is set to increase. We’re delighted to introduce a system that will bring significant back office savings, eliminating the time, cost and hassle of manual employee referencing”.

To find out more, visit www.referencehub.com

Reference Hub has been developed by a group of talented individuals, with over 40 years combined experience in software development and operations within the employee screening and vetting industry. They have worked with organisations from large to small, across sectors, to streamline back office HR processes.

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