



Elevate

Case Study Nuclear Decommissioning Authority

The Nuclear Decommissioning Authority (NDA) consists of ten different partner organisations spread across the UK.

The NDA is the Government department charged with the safe decommissioning of the UK's nuclear facilities; a task that is expected to last several decades.

The NDA as a whole employs a number of specialist contractors across its twenty three work locations throughout the UK. A lot of those are niche and highly skilled nuclear engineering specialists. As such, it made logical sense to explore a Talent Pool to house and manage those specialists.

In association with Capita the NDA's long standing MSP **Elevate Recruit™** was selected as the technology platform to "Build and Nurture a Talent Pool". Capita help to deliver transforming technology-enabled business services, including the operation of large, complex contracts, also providing support services such

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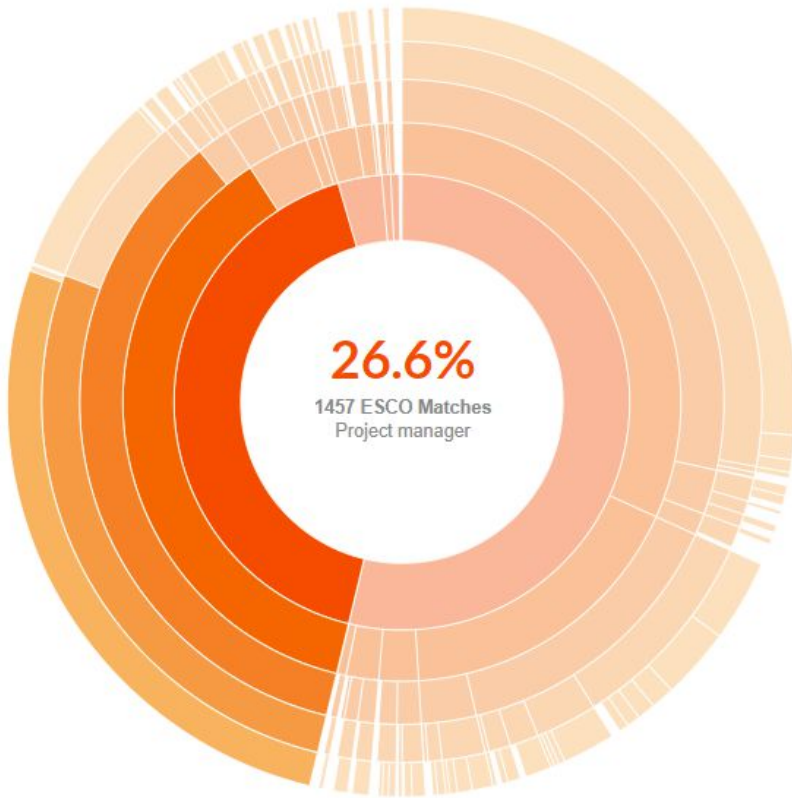
Elevate's intelligent software allows organisations to build a dynamic view of all the talent available, internal and external; past, present and future.

as revenues, benefits and back-office processing, IT, HR, finance to local authorities, education and health organisations.

Within twelve months of adopting Elevate Recruit™ the Talent Pool had grown to approaching eight thousand workers, of whom over two thousand were specialist alumni who had worked for one of the authorities previously.

Building the Alumni Talent Pool

The Nuclear Decommissioning Authority saw major benefits of engaging with the Alumni community of former employees and contractors that the Elevate platform built. As a part of the Alumni, community candidates are made aware of opportunities to reengage with the NDA and work on exciting projects.



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.

