



The Unitemps staffing solution

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What is Unitemps?

Of the sector, for the sector

Started by the University of Warwick in 1997, Unitemps is a university-owned, campus-based recruitment service which seeks to address the key challenges in higher education, such as employability, compliance and financial limitations.

With our heritage firmly grounded in the higher education sector, Unitemps is the employment solution placing candidates from the university and wider community in temporary, permanent, graduate and internship roles within the university and local businesses.

The Unitemps franchise model was developed in 2009, and the network has grown rapidly, allowing universities to leverage significant cost savings and generate new revenue streams. The flexibility within the model allows your Unitemps branch to be tailored to your requirements. This enables you to offer your students valuable work experience, leading to proven increases in graduate outcomes and greater financial independence, whilst ensuring legislative compliance and gaining ongoing business support.

The Unitemps model has been specifically developed to meet the particular needs of the higher education sector, offering students and institutions all the benefits of an in-house recruitment agency while addressing social responsibility concerns and enhancing the wider student experience.

We are keen to speak to any potential partner institutions who feel that Unitemps may benefit their university and fit with their strategic plan.

Our vision

To become the leading provider of temporary recruitment solutions for universities across the UK, connecting talented students and workers with employment opportunities on campus or at local businesses. Through our university franchise network, we aim to support universities to achieve valuable cost savings and enhance the student experience.



Opening dates:

1997

- University of Warwick

2009

- Franchise model developed

2010

- University of Nottingham

2011

- University of Surrey

2012

- City St George's, University of London
- University of Staffordshire
- University of Leicester
- De Montfort University

2013

- University College Birmingham

2014

- University of Northampton

2015

- Canterbury Christ Church University

2017

- Middlesex University
- University of Salford
- Nottingham Trent University

2018

- UCL

2019

- Liverpool John Moores University

2020

- University of Edinburgh

2023

- University of Gloucestershire
- Heriot-Watt University

2024

- Teesside University



Key benefits



Employability

- Your candidates develop transferable skills while enhancing their CVs and increasing employability
- Our nationwide network helps candidates find work on campus during term time and at home during the holidays
- Proven better overall student experience through diverse employment opportunities
- Eligible international students gain valuable work experience, while your institution remains compliant



Student experience

- Having access to financial support encourages students to complete their education
- Flexible job roles allow students to balance work with their studies
- Students gain varied work experience
- Real work opportunities are available for new entrants to the job market



Finance

- VAT-free supply of internal staff
- Sustainable income source for institutional investment
- Significantly reduce the cost of using commercial recruitment agencies
- Additional revenue stream generated through the supply of staff to employers



Human resources

- Streamlined online management of temporary workers
- Employment risk mitigation and robust legislative compliance, including GDPR
- A large and diverse pool of talent, accessible across the network
- Effective sourcing of quality candidates, prioritising client experience over sales targets as consultants do not work on commission

What our **clients** say

Testimonials

"I have been involved in successful Unitemps branches at four separate universities – University of Leicester, University of Staffordshire, University of Gloucestershire, and University of Northampton.

At the University of Gloucestershire, I implemented the project to set up Unitemps on campus after seeing the wide-ranging benefits at previous institutions. The student experience and cost of living challenges were the main drivers to investing in the Unitemps model, along with the advantage of peace of mind regarding strict legislative compliance. The revenue stream that Unitemps generated has been put towards improving student facilities and lives at the university.

From making initial contact with Warwick, to launching the Unitemps office, took less than 6 months with valued support from the Unitemps Head Office franchise team. I would recommend Unitemps to any institution with regards to improving efficiencies in temporary staffing on and off campus."

Martin Perfect

Director of Student Futures
University of Northampton



"Unitemps has enabled us to provide a plethora of employment opportunities for our students, graduates and those who live within the local community.

Unitemps has provided us with a greater opportunity to engage with industry partners, building relationships and providing our students and graduates with a pathway to employment."

Rachel Shorrock

CEO, Salford Professional Development
Subsidiary of the University of Salford



"The availability of suitable employment opportunities is an important element of the student experience at Heriot-Watt University. The Unitemps service provides these employment opportunities, is highly responsive and has significantly reduced the administrative burden for hiring managers. Since launching Unitemps at Heriot-Watt we have seen a significant growth in students employed by the university, in a wide range of roles.

The Unitemps team have been great to work with throughout the process - from implementation through to launch, and beyond."

Campbell Powrie

Deputy Registrar & Head of Student Life
Heriot-Watt University



Our achievements

Statistics

Here are some of our achievements from the 2023-24 financial year



76,755

candidates worked through Unitemps



85.5%

of candidates were also students



94,575

assignments were completed



Over

£61 million

paid in wages



Over

5.4 million

hours were worked

VAT savings

Over

£16.2 million

VAT savings were made across the network*

10

*Information correct for the financial year 2023-2024, supposing all revenue was processed through an external agency

The Unitemps franchise solution

The support model

The Unitemps franchise model offers support in various business areas, tailored to ensure the success of a Unitemps branch, designed to meet the unique requirements of your university.

Franchise support teams

Our team are based at the University of Warwick Head Office and are dedicated exclusively to the Unitemps franchise network:

- Franchise Relationship Managers
- Operations and Compliance
- Marketing and Design
- Business Development
- IT Service Desk and Technical Support
- Project Office

Franchise resources

- Operations manual and training
- Website
- Recruitment software
- Payroll bureau
- Unitemps network
- Reporting



UNITEMPS

www.unitemps.com



Your questions answered

FAQs



How does a Unitemps franchise compare to a software service?

Our Unitemps franchise model can bring a fully functioning recruitment service to your university with integrated systems that have been configured specifically for the HE sector, in addition to on-going support from our central IT, Marketing, Business Development and Compliance teams that come with being part of the Unitemps network.

Is Unitemps expensive?

Unitemps implementation is considerably cheaper than purchasing an off the shelf recruitment software package – with the added benefit that it has already been heavily customised for the HE sector and already used successfully by 19 universities across the country.

How quickly can a Unitemps office be operational?

A Unitemps office can be operational in as little as 3 months from signing the franchise agreement. Average set up time is 3-6 months.

Are we tied into a long contract?

No. All contracts have a 12-month notice period.

Who would our Unitemps branch be staffed by?

The branches are staffed by employees of your university (or subsidiary company), with the support from the Unitemps franchise team throughout the recruitment process if required.

Can Unitemps work alongside a current careers job shop or existing HR temp bank?

Yes. Many of our Unitemps branches are run by existing staff at university departments or job shops, whilst others have chosen to have Unitemps working alongside their university job shop as an additional feature. The choice is entirely yours.

Can Unitemps provide a payroll service?

Unitemps can offer a fully managed payroll bureau service called the WEG payroll bureau that four of our network currently use as an alternative to their university payroll. This is charged on a per payslip basis.

Who acts as the employer, Unitemps, the university, or the client?

All Unitemps candidates are employed by the Unitemps branch under a standard contract for services. The Unitemps branch is owned by the university, meaning the following rules would apply:

- If the branch is a department of the university, then the university would be the employer
- If the branch is in a subsidiary company of the university, then the subsidiary would be the employer

How does Unitemps ensure its branches are legislatively compliant?

Unitemps has a dedicated Operations and Compliance Team who work with our franchises to ensure they are legislatively compliant. Intensive training is given to branch staff before launch, and regular seminars and workshops are held to update the network on any changes to the law. Furthermore, we have introduced a number of improvements to our systems and processes to block any noncompliant activity, as well as a suite of regular reports.

Does Unitemps offer other types of roles besides temporary work?

Yes. Although a large part of the Unitemps service caters to the needs of the university population which means our roles are often flexible, you can use your Unitemps branch to recruit for academic roles, internships, placements, permanent and graduate roles as well as [non-medical help support staff](#).

Models



Each university in our network has its own unique drivers and challenges, meaning Unitemps is not a “one size fits all” product. Our four flexible Unitemps models – Enterprise, Signature, Venture and University – enable you to tailor your Unitemps branch to the needs of your university.

Model	Area	University
<p>Enterprise</p>	On campus and Commercial territory	<p>Larger universities</p>
<p>Signature</p>	On campus and Commercial territory	<p>Medium sized universities</p>
<p>Venture</p>	On campus and Commercial territory	<p>Smaller universities</p>
<p>University</p>	On campus	<p>All universities</p>



Warwick Employment Group

Unitemps is part of Warwick Employment Group, a global family of specialist recruitment and people oriented services, developed by the higher education sector, for the sector.

Warwick Employment Group has been supporting the education sector for over 25 years through a network of specialist products and brands, including; Unitemps, jobs.ac.uk, SearchHigher, WEG21 and WEG Payroll Bureau.

Our brands provide innovative temporary staffing solutions, local and international job boards, executive search, payroll support and staffing software for the education sector, worldwide.

www.warwickemploymentgroup.com





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