Advanced RPO

RPO101

2021 Edition

THE HIRING MARKET, candidate expectations, business demands, talent needs - it's all a moving target. Going at it alone requires a significant budget, recruiting resources, and best-in-class sourcing technology and techniques. There's a better way: **Recruitment Process Outsourcing (RPO).**

RPO DEFINED

RPO gives your business the recruiting scalability you need, allowing you to handle the ebb and flow of hiring without putting undue stress on your internal team OR losing out on the chance to connect with great talent.

HOW?

One size does not fit all. An RPO partner designs and executes a customized strategy, taking over the entire recruiting process or only where your internal team needs support.

WHY?

Process efficiency, hiring effectiveness, differentiating experiences. RPO raises your recruiting bar to give you a competitive advantage, all while lowering your cost per hire.

WHO?

With flexible models that range from end-to-end hybrid or project solutions, companies of all sizes and in all industries can optimize their hiring function with an RPO partner by their side.

Source: RPO Global Landscape Summary, Staffing Industry Analysts

RPO DELIVERY OPTIONS

END-TO-END
Full-service solution with complete RPO partner accountability from job requisition to employee onboarding.

HYBRID
Partnership approach with responsibility for different aspects of talent acquisition split between RPO provider and internal recruiting team.

PROJECT
Special-purpose hiring with a definitive start and stop date, usually driven by a company initiative such as a product launch or new location.

TOTAL TALENT ACQUISITION
All-encompassing, centralized solution to optimize hiring any type of worker, from traditional employees to all contingent roles, including contractors, freelancers, interns, alumni, etc.

RPO FEATURES & FUNCTIONS

Every RPO solution incorporates a unique configuration of the recruiting activities that can best address your enterprise requirements.

RPO CAN TRANSFORM TALENT ACQUISITION

Finding and retaining talent is consistently at the top of the CEO agenda, and in today's world it's harder than ever. **How can RPO help you tackle the biggest challenges right now?**

CHALLENGES + RPO CAPABILITIES

VIRTUAL RECRUITING
Best practices to source, screen and onboard talent remotely

INCREASED FOCUS ON DIVERSITY, EQUITY AND INCLUSION (DEI)
Access to a broader, more diverse pool of talent, unrestricted by geography or familiarity

CHANGING CANDIDATE EXPERIENCE NEEDS
The right blend of high-tech and high-touch tactics to foster connection without sacrificing speed

HIGH-VOLUME HIRING DEMANDS
Strategies that streamline and accelerate candidate assessment and hiring

RPO BENEFITS

RECRUITMENT EXPERTISE
Recruiting is a core competency

ROBUST EMPLOYER BRANDING
Every touch point reinforces the brand

PREDICTABILITY
A consistent process executed by the right team delivers reliable, predictable hiring results

COMPLIANCE
Consistent standards and process discipline reduce risk

MEASUREMENT
Real-time performance tracking and continuous improvement

SCALABILITY
Resources flex with recruitment needs

ADVANCED TECH
AI and automation enhance capability, reduce process friction and enhance experiences

COST-EFFECTIVE SOURCING
Talent pipelines and talent communities accelerate sourcing at lower cost per candidate

DIVERSITY & INCLUSION
Hiring best-in-class teams that are inclusive and support specific DEI initiatives

HIGHER-QUALITY HIRES
Better matches lead to higher performance and lower turnover rates

TALENT ACCESS
Recruiters leverage relationships and proven methodologies to tap passive talent for best-fit talent

TALENT INSIGHTS
Data analytics inform candidate sourcing strategies and continuous process improvements

RPO MISCONCEPTIONS

LEADS TO LOSS OF CONTROL
RPO offers greater control through strategic engagement, process transparency and real-time data access.

REQUIRES LONG-TERM CONTRACTS
RPO contracts can be negotiated for varying lengths of time.

MOVES RECRUITING OFFSHORE
The majority of RPO delivery resources are located onshore.

LIMITED TO ENTRY-LEVEL POSITIONS
RPO can improve hiring for ALL types of positions, including salaried, hourly, skilled trades and hard-to-fill niche roles.

ONLY BENEFITS LARGE COMPANIES WITH HIGH-VOLUME HIRES
RPO offers efficiencies, cost savings and results for companies with as few as 50 annual hires.

ALWAYS ELIMINATES CURRENT RECRUITING TEAM
RPO typically supplements the current team and process.

JUST A FANCY TERM FOR HIRING CONTRACT RECRUITERS
Bringing on contract recruiters can get you resumes, but RPO recruiters move beyond that. An RPO partnership is foundationally based on accountability and shared risk. They're in the trenches with you from start to finish.

REQUIRES OUTSOURCING ALL REQUISITIONS
RPO can meet any defined need, e.g., geographic, position types, special projects, expansions, start-ups, divisions, etc.

HOW ADVANCED RPO CREATES A COMPETITIVE ADVANTAGE FOR COMPANIES

EFFICIENCY
Designed to process to manage 18,000 applications per quarter, reducing time to fill by 35% within six months.

18,000 applications/quarter

35% reduced time to fill - 6 months

RETENTION
Increased candidate quality and retention, improving training grades by nearly 20 percentage points and driving annual savings of $1M.

20 points improved training grades

$1M annual savings

SPEED
Designed an automated process that accelerated onboarding speed by 80%.

Developed automated process

80% accelerated onboarding speed

BANDWIDTH
Nearly doubled staffing levels, expanding from 4 to 7 distribution centers to meet unexpected growth opportunity.

Doubled staffing levels

4 to 7 expanded distribution centers

ADVANCED RPO powers the recruiting function of growing organizations. We partner with clients to create recruiting scalability and workforce agility through a high-touch, technology-enabled approach. Advanced RPO clients report 95+% hiring manager and candidate satisfaction, and the company is a ClearViewHub Best of RPO® Award winner with a Net Promoter Score that is 1.5x higher than the industry average. For more information, visit **www.advancedrpo.com.**

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