

# Need Outsourced Recruiting Help?



**TODAY'S PANDEMIC ERA** of work creates a myriad of challenges on the talent acquisition front. Candidates are calling the shots, setting expectations in real time for experience and the types of job offers they'll accept. In the background, businesses are dealing with a [shrinking labor force participation rate](#), due in part to retiring baby boomers and the hesitancy of women to return to the workforce. They're also at risk of losing their existing employees to [The Great Reprioritization](#), adding to the stress of today's difficult hiring market.

▼ Here's a look at **where we stand** and how businesses can overcome these challenges.

## WHAT BUSINESSES WANT

- UNRESTRICTED ACCESS TO TALENT**
- PROCESS SPEED AND EXCELLENCE**
- MARKET-SPECIFIC EXPERTISE**
- REAL-TIME DATA AND ANALYSIS**
- TALENT ACQUISITION RESOURCE AGILITY**

## WHAT CANDIDATES WANT

- A SIMPLE, STREAMLINED PROCESS**
- A MOBILE-FRIENDLY, TECH-ENABLED EXPERIENCE**
- EASY ACCESS TO COMPANY INFORMATION**
- A PREVIEW OF THE EMPLOYEE EXPERIENCE**
- RESPONSIVE RECRUITERS AND HIRING MANAGERS**

## REALITY CHECK

- MOST CANDIDATES TODAY ARE PASSIVE (70%, ACCORDING TO LINKEDIN)**
- AVERAGE TIME-TO-HIRE IS 27 DAYS, YET GOOD CANDIDATES ARE OFF THE MARKET WITHIN 10 DAYS**
- SMALL AND MID-SIZED COMPANIES CAN'T COMPETE WITH ENTERPRISE RECRUITMENT MARKETING AND JOB BOARD BUDGETS**
- IN-HOUSE TEAMS LACK CURRENT-DAY RECRUITING EXPERTISE AND MODERN TOOLS**
- HR BUDGETS ARE DECREASING, YET COST-PER-CLICK, -APPLICATION, AND -HIRE ARE RISING**



## THE "META" TALENT SHORTAGE

The current bidding war for recruiters is causing record-high turnover, and short-staffed recruiting teams that simply can't meet today's talent needs.



## OUTSOURCED RECRUITING OPTIONS

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| <p>Need a one-off candidate?<br/><b>Consider a contingent recruiting firm.</b></p> <ul style="list-style-type: none"> <li>✓ Engaged for a specific need like a hard-to-fill role</li> <li>✓ Submit known candidates for multiple clients</li> </ul> <p>Need tactical bandwidth?<br/><b>Consider contract recruiters.</b></p> <ul style="list-style-type: none"> <li>✓ Extend the sourcing bandwidth of internal recruiters</li> <li>✓ Find candidates primarily using job boards</li> </ul> <p>Need temporary help?<br/><b>Consider a staffing firm.</b></p> <ul style="list-style-type: none"> <li>✓ Place contingent labor to meet immediate needs</li> <li>✓ Talent is owned by staffing firms</li> </ul> | <p>Need to meet today's challenges?<br/><b>Consider an RPO partner.</b></p> <ul style="list-style-type: none"> <li>✓ Assess and refine your hiring process</li> <li>✓ Support any and all phases of the hiring process</li> <li>✓ Provide tactical and strategic support</li> <li>✓ Manage the ebb and flow of hiring today</li> <li>✓ Achieve a data-driven and high-touch approach</li> <li>✓ Adapt in real-time to changing needs</li> <li>✓ Find top active AND passive candidates</li> </ul> |
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## STRATEGIC SUPPORT STARTS WITH A DIAGNOSTIC APPROACH

Advanced RPO approaches engagements differently than most providers. Our diagnostic approach is built for today's market of change.

- No engagement is one-size-fits-all.** We partner with talent acquisition teams to fully understand their unique needs, challenges, and goals. Only then do we determine the right custom path forward.
- Our partnership mentality.** An us vs. them approach to RPO just won't work. The most successful partnerships are those where our team is embedded into your hiring program from top to bottom. From pushing clients to adjust their hiring strategy to tweaking the smallest step in the process for efficiency, we're truly invested in your success.
- Prepared for change.** Recruiting teams won't be successful with a set-it-and-forget-it approach to strategy. Our analysts are constantly looking for ways to improve the process, tactics, and approach to the entire hiring process. Continuous improvement is a necessity in today's market.



## WHY ADVANCED RPO?

- Over **400** successful programs
- NPS = **15X higher** than industry average
- 95%** hiring manager satisfaction survey ratings
- 98.5%** candidate satisfaction survey ratings

**glassdoor** **99%** recommend to a friend  
**100%** approve of CEO