

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

A SIMPLE, STREAMLINED PROCESS

WHAT CANDIDATES WANT



A MOBILE-FRIENDLY, TECH-ENABLED **EXPERIENCE**



A PREVIEW OF THE EMPLOYEE EXPERIENCE

EASY ACCESS TO COMPANY INFORMATION



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

JOB BOARD BUDGETS



SMALL AND MID-SIZED COMPANIES CAN'T COMPETE WITH ENTERPRISE RECRUITMENT MARKETING AND



IN-HOUSE TEAMS LACK CURRENT-DAY RECRUITING EXPERTISE AND MODERN TOOLS HR BUDGETS ARE DECREASING, YET COST-PER-CLICK, 三 - APPLICATION, AND -HIRE ARE RISING





DEMAND FOR RECRUITERS HAS

INCREASED 63%

SINCE

short-staffed recruiting teams that simply can't meet today's talent needs.



Find candidates primarily using job boards

Extend the sourcing bandwidth

Consider contract recruiters.

of internal recruiters

meet immediate needs Talent is owned by staffing firms

Place contingent labor to

Need temporary help?

Consider a staffing firm.

- STRATEGIC SUPPORT STARTS WITH A DIAGNOSTIC APPROACH

Achieve a data-driven and high-touch approach Adapt in real-time to changing needs

Find top active AND

passive candidates

Manage the ebb and flow

Provide tactical and

strategic support

of hiring today

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

unique needs, challenges, and goals. Only then do we determine the right custom path forward.

with talent acquisition teams to fully understand their

WHY ADVANCED RPO? Over 400 successful programs

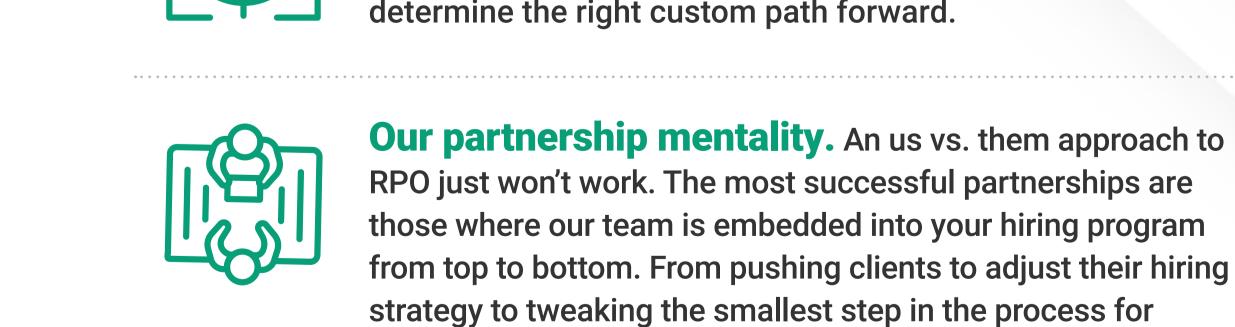
99% recommend to a friend glassdoor 100% approve of CEO

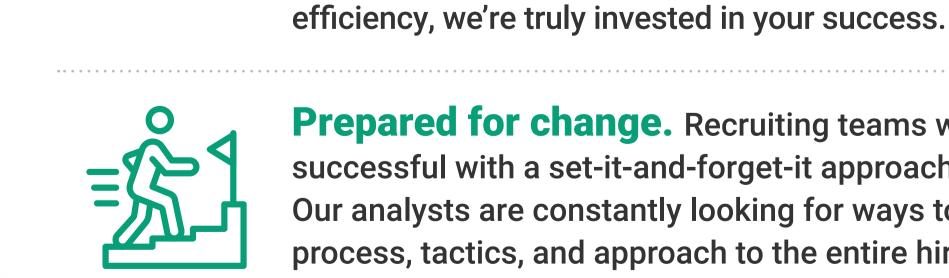
NPS = **15X higher** than industry average

95% hiring manager satisfaction survey ratings

98.5% candidate satisfaction survey ratings







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.



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