# **RPO 101**

#### What is RPO?

RPO is where a company partners with an outside expert to design and execute a program that transforms your organization's talent acquisition function.

#### **RPO** is more than just "Recruitment Process"











# **Common Types of RPO**







#### **END TO END**

#### **PROJECT**

#### **HYBRID**

RPO provider is accountable for the process from requisition approval through on-boarding

Definitive start/stop with defined SOW

Parts of the process are managed by the RPO provider while other parts are managed by your internal team with seamless handoffs throughout the process

#### **FRONT END**

# of RPO deals include sourcing

screening, applicant tracking, interview scheduling.

#### **BACK END**



of RPO deals include offer letter management, background checking, onboarding.

## **VALUE-ADD**

of RPO deals include at least one value add service: employer branding, talent communities, analytics, workforce planning, assessments

### **Common Benefits of RPO**



#### RECRUITMENT EXPERTISE Recruiting is a core competency



RECRUITMENT BRANDING every touch



**PREDICTABLE COST** No surprises, cost varies with your volume







SCALABILITY



# **Common RPO Misperceptions**



YOU HAVE TO GIVE UP COMPLETE CONTROL FALSE You actually gain control of your talent acquisition program through access to real-time data



YOU HAVE TO SIGN A LONG-TERM CONTRACT **FALSE** Short-term projects are welcome.



YOU HAVE TO LAYOFF YOUR EXISTING RECRUITING TEAM FALSE RPO often supplements your existing recruiting program.



RPO IS ONLY BENEFICIAL FOR COMPANIES WITH HUNDREDS FALSE

**OF HIRES ANNUALLY** RPO can benefit companies with as few as 50 annual hires.





Many firms specialize in professional-level, hard-to-fill positions. RPO IS A FANCY TERM FOR HIRING CONTRACT RECRUITERS FALSE



RPO includes an account manager, recruiters and sourcers supported by a team of specialized experts - all designated and accountable to deliver results to your organization



RPO REQUIRES ME TO OUTSOURCE ALL OF OUR REQUISITIONS FALSE Sometimes companies opt to utilize RPO for a particular region, position types, expansions or start-ups

Nelson Hall and Everest Group various research reports Everest Group 2016 RPO Report and Credence Research 2016 Report NelsonHall 2016 RPO Report: Midsize = 5,000 employees and less

