



Talent
Solutions
RPO

ManpowerGroup®

Scalable and Comprehensive RECRUITMENT SOLUTION TO FIT YOUR NEEDS

Talent Solutions RPO helps companies solve their most pressing workforce challenges, particularly during uncertain times when support is needed for reopening or scaling up hiring. Our complementary solutions include end-to-end and point-in-time support and are fueled by our experienced recruiting teams and PowerSuite for RPO, our best in class technology that delivers actionable business analytics.



Full Cycle Recruiting

A tailored, scalable and on-going approach for companies that need to outsource the entire hiring process.

Support from recruitment strategy design through offer acceptance and onboarding. We assess your current strategy and business goals to better define your workforce needs today and build a success plan for your future.



Candidate Sourcing & Screening

Assistance finding and qualifying a pool of candidates to ensure proper fit for each position and location.

Our proprietary market intelligence enables us to create wide-reaching candidate generation and employer brand awareness strategies. Efficiency and quality is facilitated through our suite of assessment tools and AI technologies.



Project RPO or Seasonal Hiring

Support for your existing hiring processes and platforms.

Projects include short-term recruiting engagements with defined start and end dates and a set number of requisitions. This need may arise if you are lacking internal recruiting resources and bandwidth to handle a fast ramp up, growth initiative or seasonal hires.



On-Demand Recruiters

Can work where, when and for as long as you need them when your deadlines and budgets do not allow for adding more recruiters to your team.

For hard-to-fill, one-off professional hiring and confidential searches. Whether on- or off-site, can be easily integrated into internal teams.



Rapid Recruit

Mobilizes talent quickly to enable faster hiring.

Increased automated and AI technology optimizes the candidate experience. Proprietary assessments help deliver the highest-quality candidates. For clients with high-volume hiring needs or price limitations this cost-effective and time-savings solution reaches a larger pool of candidates.

Benefits of Recruitment Process Outsourcing



COST SAVINGS

- Greater predictability of spend for hiring needs
- Strategic assessments find and eliminate inefficient talent acquisition (TA) spending
- Higher-quality candidates lead to lower turnover rates



EFFICIENCIES

- A more agile recruitment process that can scale as your needs require
- Increased speed-to-hire leads to faster productivity for your organization
- Your internal TA team has time to focus on core business priorities
- Unlike agency recruiters, RPO recruiters are able to work directly in your systems, as needed



EXPERTISE

- Experienced recruiters find hard-to-reach and passive candidates across all industries
- Better representation of your employer brand to build a more robust candidate pipeline
- Committed partners able to address all of your workforce needs
- Access to– and insights from– the latest talent acquisition technologies
- Business analytics to help predict future workforce trends

Centralized Recruiting



For companies with multiple locations, storefronts or branches who currently have decentralized hiring, moving to a centralized recruiting strategy can deliver numerous benefits including:

- Access to a larger pool of more qualified candidates
- Insights from proprietary regional and local market intelligence
- Reduction in turnover
- Improvements to brand reputation
- Insights from increased collaboration
- Access to shared hiring technologies
- Cost savings
- Advanced workforce analytics across the organization
- Frees up local managers to focus on other business priorities

Value-Add Recruitment Services

To complement Talent Solutions RPO we also offer additional expertise and support:

Recruitment Marketing

- Focuses on attracting active and passive candidates through a variety of targeted marketing strategies
- Drives potential candidates to apply to any open positions your company has available
- Utilizes a mix of digital, outdoor, grassroots and traditional channels to reach a wide audience with customized messages and immediate calls to action
- Continuous monitoring of metrics allows strategies to be modified quickly to improve results



Talent Solutions has among the world's largest global RPO footprint with local understanding and presence in over 80 countries and territories. We create flexible, innovative solutions to meet your talent needs anywhere in the world. Our expert recruiters dig deep to understand your organization and the job profile and skills necessary for success. Our experience combined with proven sourcing strategies and innovative technologies accelerates the acquisition of the best talent for your organization.

Contact rposales@manpowergroup.com to learn how Talent Solutions RPO can bring value and results to your organization.

Advisory Services

For companies who want to achieve better business outcomes our consulting and advisory services enable you to realize a greater return from your workforce assets, including improving talent quality and productivity.

Services include **Business Intelligence** to contextualize your workforce structure and processes through competitive benchmarking and market studies; **Workforce Planning** to thoughtfully determine future workforce requirements by aligning them with your long-term business strategy and objectives; **Sourcing and Alternative Workforce Models** allows you to consider a mix of permanent, contingent and gig workers to meet immediate, temporary and long-term hiring goals. We empower you to build a business model for navigating whatever hiring challenges you face.