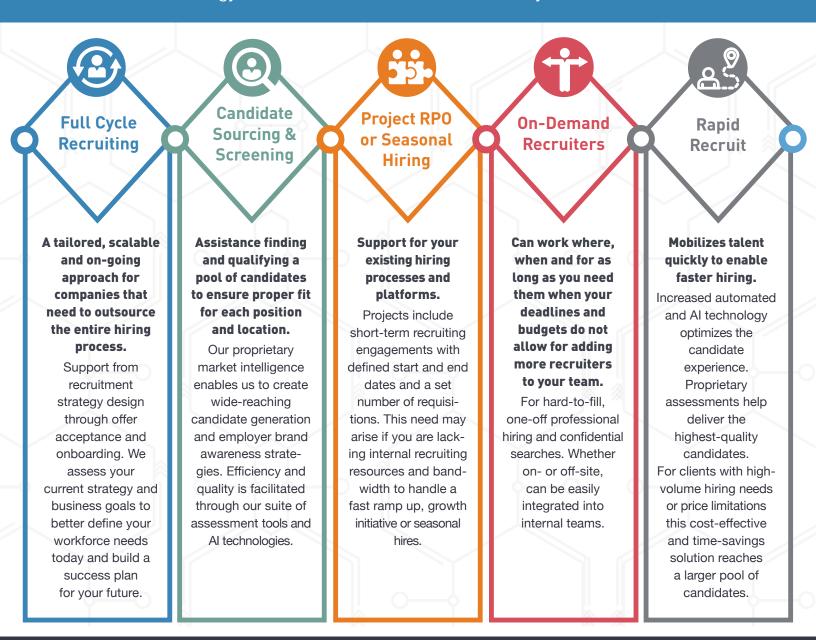


# Scalable and Comprehensive **RECRUITMENT SOLUTION TO FIT YOUR NEEDS**

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.



# 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-toreach 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



## **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.

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.