

## FACT SHEET

# PEOPLESCOUT TOTAL WORKFORCE SOLUTIONS

## Total Workforce Solutions Create Competitive Advantage Through Holistic Talent Acquisition and Workforce Management

PeopleScout's Total Workforce Solutions blend the capabilities of Recruitment Process Outsourcing (RPO) and Managed Service Provider (MSP) programs by integrating the talent acquisition function for permanent and contingent workforces under one delivery team. With Total Workforce Solutions, you can add value and reduce risk with full-cycle, scalable RPO and MSP programs or select specific services to meet your workforce needs.

The traditional approach to talent acquisition remains highly siloed, with permanent hiring, contingent hiring, sourcing, employer branding and analytics often managed separately. Total workforce solutions take a holistic approach to workforce planning and strategy, helping organizations reduce agency spend and improve strategic procurement to meet workforce demands.

## CUSTOMIZED SOLUTIONS AND SERVICES

### RPO

PeopleScout's customizable RPO solutions can address your toughest talent challenges with a wide range of flexible programs, from targeted partial-cycle solutions designed to achieve specific objectives to full-cycle management of your entire recruitment function.

### RECRUITER ON-DEMAND™

Recruiter On-Demand delivers instant value by deploying expert recruiters that function as an extension of your internal team. This eliminates the need for hiring contract or permanent recruiters.

### MSP

Our MSP solutions go beyond the expected cost controls and process administration typical of standard MSP programs to deliver consultative insight and a uniquely transparent approach to partnership that will move your business forward. Each MSP solution is customized to provide you with the best contingent talent, seamless implementation, strong governance and compliance.

### VMS

Our MSP team is well-versed in Vendor Management System (VMS) technologies and your program needs.

# VALUE

- ✓ Highly scalable model to meet your fluctuating hiring needs
- ✓ Improved visibility enables cost controls and enhances compliance and quality
- ✓ Optimized supply base better leverages spend across all categories and geographies
- ✓ Diversified recruitment reach improves access to talent
- ✓ In-depth, multi-tiered implementation process provides seamless transition
- ✓ Innovative technologies enhance the candidate experience and optimize the recruitment process

## ACCOLADES



## WHAT CAN A TOTAL WORKFORCE SOLUTION DO FOR MY ORGANIZATION?

There are a number of compelling reasons why your organization should invest in Total Workforce Solutions. Talent management and recruiting challenges are becoming more complex, given a number of key drivers:

- ✓ Economic uncertainty
- ✓ Increased globalization of the workforce
- ✓ Shortfalls in productivity levels
- ✓ Technological innovation
- ✓ Skills shortages exacerbated by demographic forces
- ✓ Constantly changing employment and compliance legislation

Having a broader, more holistic and proactive approach delivered through a PeopleScout Total Workforce Solution is the best way to meet these challenges and gain a competitive advantage in the talent and business marketplace.

## THE PEOPLESCOUT DIFFERENCE

PeopleScout has designed, deployed and implemented strategic recruitment process outsourcing, managed service provider, total workforce solutions and talent advisory solutions for our clients across multiple industries and geographies. Each solution is crafted to address and solve our client's toughest talent challenges with programs unique to their circumstances. Our goal is simple: We want to help you bridge the gap between NOW and NEXT with innovative and future-focused talent solutions.