

FAQ

PEOPLESCOUT RECRUITMENT PROCESS OUTSOURCING

ANSWERING YOUR FAQs ON RPO

Hiring the right talent is critical for any organization looking to stay ahead of today's recruiting challenges. However, the terminology and processes involved in the world of RPO may seem unfamiliar. To gain a better understanding of how RPO can help improve your recruiting program, we answer some of employer's most frequently asked questions about RPO.

Q: What Does RPO Stand For?

A: Recruitment Process Outsourcing (RPO) is a type of business process outsourcing (BPO) where an external organization (RPO provider) supports an employer's talent acquisition function by assuming responsibility for portions or all facets of talent acquisition for some or all of an employer's hiring needs.

Q: What are RPO Companies?

A: Recruitment process outsourcing companies provide outsourced talent acquisition services for professional and non-professional positions to solve compliance, scalability, cost, quality, or other recruiting challenges. By assuming all or some portions of an organization's recruitment functions, RPO companies improve recruiting effectiveness, reduce turnover and enable strategic growth.

Q: What is an RPO Providers Role During an Engagement?

A: During an RPO engagement, an RPO provider's team works closely with their client's talent acquisition and HR department to learn the organization's long-term talent acquisition strategy, hiring challenges and objectives. The RPO provider then designs a customized recruiting program to support the client's specific needs.

Q: RPO vs Staffing Agency, What's the Difference?

A: RPO providers manage a client's end-to-end recruitment cycle, operating as a trusted partner and advisor. An RPO provider's primary goal is to deploy a recruitment strategy that attracts, sources and hires high-quality permanent employees. Staffing agencies operate on a more reactive recruitment model, often hiring temporary or temp-to-perm talent on a requisition-to-requisition basis.

Q: What is the Difference Between MSP and RPO?

A: An RPO solution traditionally supports all responsibilities associated with permanent hiring within an organization, such as candidate sourcing, screening, candidate assessments, interviewing, and building talent pipelines. A Managed Service Provider's (MSP) services are focused on contingent workforce management practices such as payroll management, staffing vendor management, procurement, and contingent workforce compliance expertise.

Q: What Are the Benefits of the RPO Recruitment Model?

A:

- **Scalable Recruiting Resources:** RPO solutions provide greater recruitment flexibility through an RPO provider's ability to scale recruitment resources to match a client's workforce objectives. Scalable recruiting resources are ideal for organizations experiencing fluctuations in hiring volume, rapid growth, or who may need additional support to meet hiring demand.
- **A More Consistent and Standardized Recruitment Process:** RPO providers can help an organization better organize and execute its recruitment program leading to a more seamless recruit-to-hire process and consistent and predictable results for job seekers and hiring managers.
- **Improved Candidate Quality:** RPO providers have experience sourcing and hiring talent across all industries and skill types. An RPO provider will home in on more than a candidate's experience and education to find candidates who best match the client's company culture and business objectives.

Q: What is Full-Cycle Recruiting and Why is it Best Managed Through An RPO?

A: Full-cycle recruiting or "end-to-end recruitment" is a holistic approach to talent acquisition where an RPO provider is involved in each step of the hiring process. From talent pipelining and delivering talent assessments to interviewing, sourcing, screening, and candidate selection, an RPO provider can support a client's strategic talent acquisition goals through the entire recruitment lifecycle.

Q: What is Project-Based RPO?

A: Project-based RPO is a type of RPO solution where a client outsources its recruitment needs on a project-by-project basis. Project-based RPO is ideal for organizations looking to meet short-term talent acquisition needs without committing to long-term engagements. Project-based RPO can also help support one-off hiring projects where niche expertise is needed.

