peoplescout™
A TRUEBLUE COMPANY

FACT SHEET

PEOPLESCOUT HIGH-VOLUME RPO

If your organization needs to hire a high volume of hourly workers or you need to process a massive amount of applicants, PeopleScout's High-Volume RPO solution can help you source, screen, interview and hire the hourly talent you need, when and where you need it.

HIGH-VOLUME, HIGH IMPACT

Traditionally, high-volume recruiting focuses on quantity, at the expense of quality. At PeopleScout, our high-volume hiring solution leverages the scalability of recruitment process outsourcing (RPO), the automation of our talent acquisition suite, Affinix™, and the experience of our Talent Advisory experts.

HIGH-VOLUME TEAMS EMPOWERED TO MAKE A HIGH IMPACT

HIGH TOUCH IMPACT WITH VIRTUAL HIRING EXPERIENCE

GLOBAL TALENT NETWORK

INDUSTRY SPECIFIC EXPERIENCE

30+ YEARS OF HIGH-VOLUME RECRUITING EXPERIENCE

ADVANCED TALENT DATA ANALYTICS & INSIGHTS

THE WHOLE PERSON ASSESSMENT MODEL

AFFINIX TALENT TECHNOLOGY

✓ PeopleScout builds and nurtures high-volume, high-quality candidate pipelines with Affinix™, a mobile-first, cloud-based platform that streamlines the sourcing process through artificial intelligence, high-volume recruitment marketing, and more.

✓ PeopleScout's High-Volume RPO resources will act as an extension of your in-house team and will amplify and reinforce your employer brand to attract candidates.

✓ Our in-house team of Talent Advisory experts know what it takes to make you stand out from the competition to attract the right talent and boost the quality of your hires.

WHY PARTNER WITH PEOPLESCOUT?

DESIGNED WITH YOU IN MIND

With PeopleScout, you get a high-volume RPO solution customized on your specific hiring needs, based on speed, efficiency and cost-effectiveness to deliver quantity with an emphasis on quality. Our proven four-phase implementation process ensures a seamless transition for your in-house teams.

NEXT-GENERATION TALENT TECHNOLOGY

PeopleScout's proprietary talent technology, Affinix, is a best-in-class suite of tools that leverages artificial intelligence, recruitment marketing, automation and analytics to you a strategic advantage in high-volume recruiting. Backed by Affinix, our talent acquisition experts are equipped to transform your recruiting process.

UNRIVALED EXPERTISE AND EXPERIENCE

With more than 30 years of experience in high-volume recruiting, our teams have deep expertise in recruiting candidates for a variety of roles across all industries. If your organization is looking for a partner to help you find the right talent, leverage cutting-edge technology and stand out from your competitors, you can trust PeopleScout.

AFFINIX™

AI-ENABLED SOURCING

Industry-leading artificial intelligence sourcing provides quality passive candidates for every requisition. Access millions of passive candidates and increase your potential applicants and speed.

CANDIDATE TALENT POOLS

Build dynamic lists and create talent pools to optimize the candidate flow, based on geographies, level of interest and types of skills.

ENHANCED ENGAGEMENT

Create a consumer-like candidate experience through custom career landing pages and sites that reinforce your employer brand. Engage candidates with personalized emails and automated campaigns.

MOBILE-ENABLED QUICK APPLY

Our mobile-enabled Quick Apply expedites applications using text and video. Reduce time-to-apply and time-to-offer and enjoy better fill rates, reduced drop-off and overall cost savings.

DIGITAL INTERVIEWS

Leverage on-demand phone interviews, text interviews and video interviews. Automated scheduling and candidate advancement tools reduce time-to-hire and enhance the candidate experience.

POWERFUL INSIGHTS

Analytics dashboards offer powerful insights to support data-driven business decisions and optimize the candidate experience in partnership with PeopleScout.

FOUR-PHASE IMPLEMENTATION PROCESS

Through our NEXT methodology, the PeopleScout Implementation team partners with you and your dedicated PeopleScout Delivery team to create a customized recruitment process. Our agile approach brings together industry experience, technology and workflows to help you achieve your recruitment goals.

01 **Needs Analysis:** Your dedicated project team will kick off your high-volume RPO engagement by meeting and mapping your stakeholders and gaining a deep understanding of your talent needs, employer brand, current talent acquisition workflows and technology ecosystem.

02 **Engage & Evaluate:** Our teams engage with relevant stakeholders to understand where you are today and evaluate how to reach your goals. The PeopleScout Implementation team then recommends areas for improvement and designs a high-volume workflow based on best practices gained from working with hundreds of clients. In partnership with you, a formal communications and change management plan is created to seamlessly embed PeopleScout into your team and culture.

03 **eXecute:** We build and test each component of your customized high-volume recruiting solution to ensure your program is ready for launch. The PeopleScout Implementation team leads training with your PeopleScout recruiters and your hiring manager community to ensure agile scaling of your new high-volume recruitment process. Your Implementation team continues to host regular meetings to review progress, key performance metrics, lessons learned and to optimize your program.

04 **Transform:** Your high-volume recruiting solution is launched! As the day-to-day relationship transitions to your PeopleScout Delivery team, the Implementation team continues to stay engaged with your program in the background looking for opportunities to optimize your program over time. This includes proactive recommendations based on market intelligence and technology innovation, as well as engaging our flex team and global delivery centers for seasonal hiring fluctuations.