

TALKING TALENT WEBINAR

# RECRUITER ON-DEMAND: HOW PROJECT-BASED RPO CAN SOLVE YOUR TOUGHEST TALENT CHALLENGES

MARCH 16, 2022



# RECRUITER ON-DEMAND, PROJECT-BASED RPO

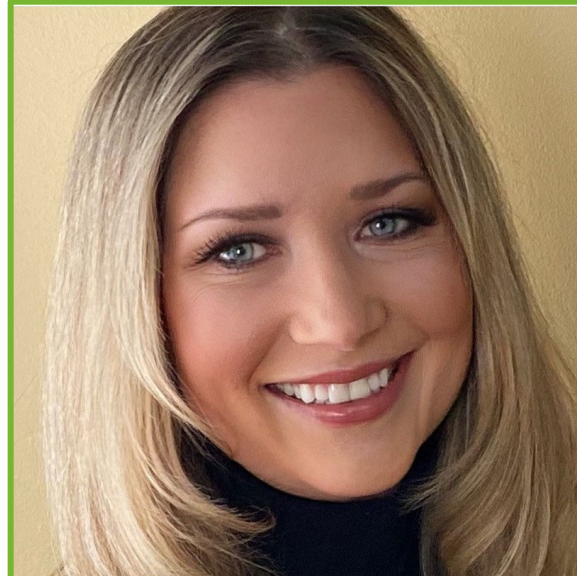
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**DOES YOUR TALENT  
ACQUISITION TEAM NEED  
EXTRA HELP IN A  
CHALLENGING MARKET?**

RECRUITER ON DEMAND: HOW PROJECT-BASED RPO CAN SOLVE YOUR TOUGHEST TALENT CHALLENGES

# A QUICK SOLUTION IN A CHALLENGING TALENT MARKET

CEO OPTIMISM ABOUT THE  
NEXT 12 MONTHS IS DOWN 20%  
COMPARED TO LAST YEAR.  
(PWC)



JOB POSTINGS FOR  
RECRUITERS INCREASED 6.8X  
BETWEEN 2020 AND 2021.  
(LINKEDIN)



# WHAT IS RECRUITER ON-DEMAND?

**Project-Based RPO**, or what we call **Recruiter On-Demand** is an RPO model where talent acquisition teams can get support during challenging periods of the recruitment cycle such as peak hiring, hard-to-fill positions, compressed timeframes and more with a short-term contract.



TOP OF THE  
FUNNEL  
SOURCING



SOURCE,  
SCREEN AND  
SUBMIT



FULL CYCLE



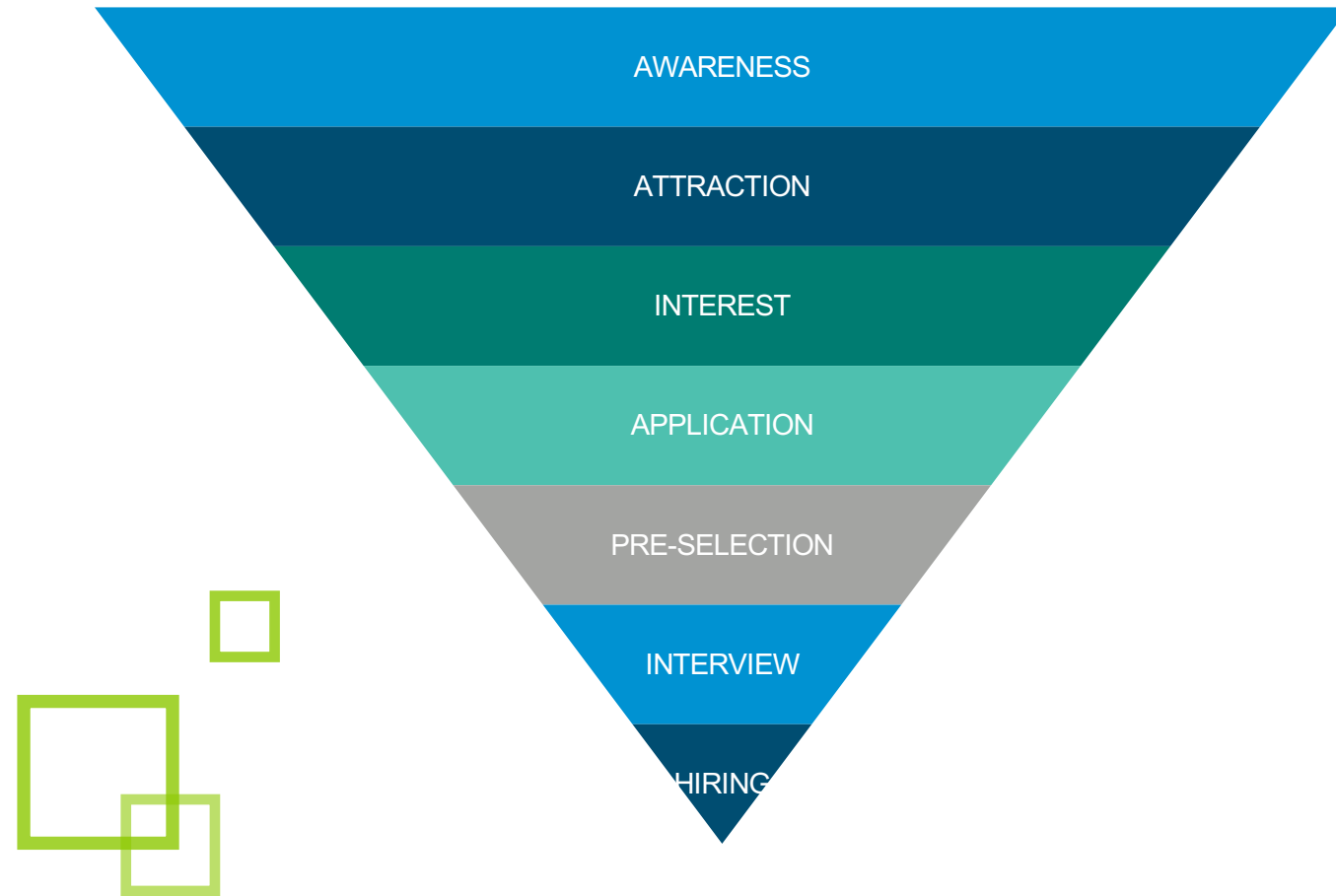
# TOP OF THE FUNNEL SOURCING

## WHAT?

Your dedicated recruiter provides you with a list of candidates for a specific role or roles. Your internal team handles the rest of the recruitment process from there.

## WHY?

- You need to hire for unique or specialized roles, and your internal team doesn't have time to source.
- You need help sourcing more candidates from underrepresented backgrounds.
- You need to hire for a high volume of roles and need to drive more candidates to your applications.





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## TOP OF THE FUNNEL SOURCING: IN ACTION

### **SITUATION:**

A large sporting goods store was struggling to source candidates for a few specific roles and wanted to increase diversity in their candidate pool.

### **SOLUTION:**

PeopleScout's team of five dedicated recruiters provided a list of qualified, diverse candidates for the company's IT, manager and assistant manager roles.

### **RESULTS:**

The sporting goods store was able to meet its diversity goals and continued to see positive results weeks after the engagement ended as they were able to interview and hire the sourced candidates.



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# SOURCE, SCREEN, SUBMIT

### WHAT?

Your team of recruiter(s) sources candidates and completes an initial screen. Then, the qualified candidates are presented to the employer to finish the recruitment process.

### WHY?

- You need to hire a large volume of roles.
- You are in “expansion mode” and need support for a short period of time.
- Your final hiring decisions are made in your branches or locations, and those small teams don’t have to screen applicants.







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# SOURCE, SCREEN, SUBMIT IN ACTION

## **SITUATION:**

A company that provides early childhood education needed to fill 900 roles at a large number of locations. The roles are high turnover, and the internal recruitment team could not keep up.

## **SOLUTION:**

PeopleScout provided two recruiters who sourced and screened candidates, and then submitted those candidates to the separate locations for the final interview and hiring decision.

## **RESULTS:**

The team was so successful that the partnership has grown to include five recruiters and the initial 16-week assignment was extended and continues today, nearly a year later.

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# FULL CYCLE

### WHAT?

Similar to a traditional RPO partnership, your dedicated recruiter(s) support your internal team from intake to offer.

### WHY?

- Your talent acquisition team can't keep up with their hiring load.
- You want the best practices and experience of an RPO provider, but you don't have the need for a traditional, large engagement.







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# FULL CYCLE IN ACTION

### SITUATION:

A company that provides virtual therapy and counseling sessions was struggling to hire enough licensed social workers because of growing demand during the COVID-19 pandemic.

### SOLUTION:

The project started with a team of two recruiters who handled the sourcing and initial screening of candidates and then scheduled interviews between candidates and hiring managers.

### RESULTS:

The project was so successful, that the partnership grew from a 13-week engagement to 18 months and is now supported by a team of 14. PeopleScout has now helped the company hire more than 1,000 employees.



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# A GROWING PARTNERSHIP: CASE STUDY

## **SITUATION**

A children's hospital needed help sourcing registered nurse candidates.

## **TOP OF THE FUNNEL SOURCING:**

In the initial 20-week engagement, PeopleScout provided one recruiter to assist with sourcing RN candidates.

## **SOURCE, SCREEN, SUBMIT:**

The recruiter was so successful that the hospital expanded the scope of work to include sourcing and screening candidates for their pharma and research teams.

## **FULL CYCLE:**

The initial engagement has expanded to three years, and the hospital has added another recruiter. PeopleScout's recruiters provide full-cycle support for both RN and research roles.





# Q&A



**LEARN MORE**





PeopleScout, a TrueBlue company, is the world's largest RPO provider managing talent solutions that span the global economy, with end-to-end MSP and talent advisory capabilities supporting total workforce needs. PeopleScout boasts 97% client retention managing the most complex programs in the industry. The company's thousands of forward-looking talent professionals provide clients with the edge in the people business by consistently delivering now while anticipating what's next. Affinix™, PeopleScout's proprietary talent acquisition platform, empowers faster engagement with the best talent through an AI-driven, consumer-like candidate experience with one-point ATS and VMS integration and single sign-on. Leveraging the power of data gleaned from engaging millions of candidates and contingent associates every year, PeopleScout enhances talent intelligence for clients across more than 70 countries with headquarters in Chicago, London and Sydney and global delivery centers in Charlotte, Toronto, Montreal, Bristol, Krakow, Gurgaon and Bangalore.

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