



SOLUTION GUIDE

PeopleScout Amplifiers™:

How Modular Recruitment Solutions Can Supercharge Your Talent Outcomes



Introduction

Traditional recruitment approaches are failing to meet the demands of today's dynamic business environment. Companies need agility, scalability and specialized expertise without the overhead of full-scale recruitment process outsourcing. Enter [PeopleScout Amplifiers™](#)—modular RPO solutions to augment your team where you need it in your recruitment lifecycle.

This solution guide will walk you through everything you need to know about PeopleScout Amplifiers and how they can boost your recruitment outcomes.



What are PeopleScout Amplifiers™?

Whether your internal team needs extra support, your tech stack needs modernizing or your recruitment processes lack efficiency, PeopleScout has you covered.

PeopleScout's Amplifiers™ are a comprehensive suite of modular talent solutions designed to elevate every aspect of your talent acquisition strategy. From consulting on best practices and optimizing technology investments to providing hands-on recruitment support, our solutions are tailored to deliver both immediate results and lasting business impact.

Need to fill the top of your candidate funnel? Looking to enhance your employer value proposition? Want to maximize your recruitment ROI? Amplifiers offer scalable, flexible solutions for organizations in all industries. We provide focused support across the talent spectrum—from peak hiring periods and hard-to-fill positions to cultural transformation and tech optimization.

Each solution can stand alone or work in harmony with others, rivaling the capabilities and costs of traditional agencies while delivering the strategic depth you'd expect from a global talent leader. Curate your own unique suite of solutions and transform your talent strategy with PeopleScout Amplifiers.



Build vs. Buy: The Case for Amplifiers™

Building in-house capabilities to handle all recruitment challenges involves substantial investment that may not deliver optimal returns. Organizations must consider whether dedicating internal resources to short-term projects makes financial sense, especially when these specialized recruitment needs fluctuate.

Modular RPO solutions like Amplifiers™ provide a flexible alternative that complements existing recruitment teams. Benefits include:

- On-demand access to specialized expertise without increasing permanent headcount
- Scalable support that adjusts to hiring volume fluctuations
- Predictable fee structures for better budget management
- Ability to keep in-house recruiters focused on positions where they excel

For challenging recruitment needs—particularly those that are intermittent or require specialized approaches—Amplifiers deliver compelling value through faster hiring, higher-quality candidates and a cost structure that aligns with actual business demands.

The Amplifiers™ Solution Suite

Discover how our modular RPO solutions can augment your recruitment processes and supercharge your talent acquisition outcomes.

Talent Mapping

PeopleScout Talent Mapping helps you unlock the secrets of your talent segments and make better workforce planning decisions. Our experts harness research and analytics to illuminate talent availability, salary benchmarks and more, in each of your regions. Goodbye guesswork. Hello game-changing decision-making.

Recruiter On-Demand™

With PeopleScout's Recruiter On-Demand™, you can elevate your recruitment program with the expertise of PeopleScout's experienced project-based recruitment pros when and where you need them—all without increasing your permanent recruiter headcount. Whether you need a small number of additional recruiters, or even just one, Recruiter On-Demand is implemented quickly and seamlessly, giving you all the benefits of our RPO expertise on a short-term basis.

Talent Sourcing

Our Talent Sourcing solution provides the perfect way to boost your recruitment resources, engage with passive candidates and reach your hiring goals faster. Don't settle for the limitations of ordinary job ads—our sourcers bring a personal touch that ignites excitement about your opportunities. Candidates get a great experience. You get a short or long list of qualified, genuinely enthusiastic applicants.

Assessment Transformation

PeopleScout's Assessment Transformation empowers you to deploy talent assessments that not only enhance the recruitment experience for candidates but also help you secure top-notch, future-ready talent. Revamp your assessment approach with cutting-edge technology and visionary design. We're redefining what it means to make the right hire.

Talent Diagnostic

With our 360-degree approach, PeopleScout's Talent Diagnostic delves into every facet of your talent lifecycle. From evaluating your employer brand to enhancing your talent attraction strategy, from optimizing the candidate experience to maximizing technology usage, we leave no stone unturned. Armed with industry-leading know-how, we'll guide you through a journey of transformation.

Technology Diagnostic

PeopleScout's Technology Diagnostic cuts through the complexity of today's talent tech landscape to maximize your return on investment. Our experts analyze your current systems and create a clear, actionable roadmap that optimizes every technology dollar spent. From AI integration to analytics enhancement, we transform siloed solutions into a unified, powerful tech ecosystem. Complex decisions made simple. Investment transformed into impact.

Organizational Culture & EVP Diagnostic

PeopleScout's Culture & EVP Diagnostic uncovers the true essence of your workplace and transforms it into a powerful talent magnet. Our experts analyze every aspect of your employee experience—from communication patterns to future skill needs—to craft an authentic employer value proposition that resonates with today's workforce. Turn your culture into your competitive advantage. Build the teams that will drive tomorrow's success.

Project Management

Our Project Management solution transforms your talent roadmap from vision to reality. With dedicated expertise guiding every step—from vendor selection to implementation and training—we ensure your initiatives hit their mark. Don't let great plans gather dust. Partner with our specialists to drive real change and adoption across your organization.

Sure Start: Retention & Onboarding

PeopleScout's Sure Start is the ultimate onboarding and retention powerhouse, designed to ensure that new hires not only start on their first day but also feel valued and engaged from the get-go. With a perfect blend of personal attention and technology, Sure Start keeps your new joiners excited, reducing early turnover, boosting productivity and creating a path to success for all your new team members.

Which Amplifier™ is Right for You?

CHALLENGES	AMPLIFIERS SOLUTIONS
<p>High-Volume Hiring Periods When you need to scale up recruitment efforts quickly for seasonal hiring, expansion or project-based needs without permanently increasing your internal team.</p>	<ul style="list-style-type: none">• Recruiter On-Demand™• Sure Start
<p>Specialized Skill Requirements For roles requiring niche expertise or hard-to-find skills where your internal team lacks the specialized knowledge or network.</p>	<ul style="list-style-type: none">• Talent Mapping• Talent Sourcing• Recruiter On-Demand• Organizational Culture & EVP Diagnostic• Assessment Transformation
<p>Geographic Expansion When entering new markets where you lack local recruitment expertise or employer brand recognition.</p>	<ul style="list-style-type: none">• Talent Mapping• Talent Sourcing• Recruiter On-Demand
<p>Resource Constraints When your internal team is overwhelmed but a full RPO solution seems out of reach.</p>	<ul style="list-style-type: none">• Talent Mapping• Talent Sourcing• Recruiter On-Demand• Sure Start• Project Management
<p>Process Gaps When specific parts of your recruitment process are consistently underperforming or creating bottlenecks.</p>	<ul style="list-style-type: none">• Talent Diagnostic• Technology Diagnostic• Assessment Transformation

Signs You're Ready for Amplifiers™

- ✓ You're looking to scale recruitment efforts without increasing your permanent talent acquisition team headcount
- ✓ You need specialized expertise for specific roles or markets
- ✓ You want to maintain control over certain aspects of hiring while improving others
- ✓ You want to test recruitment process outsourcing (RPO) services before committing to a full solution
- ✓ You want to augment your existing RPO engagement



Benefits of Amplifiers™



Flexibility and Customization

Amplifiers™ allow you to access a tailored solution that fits your specific needs. You're not locked into a one-size-fits-all approach but can adapt your recruitment support as your business evolves.



Cost Efficiency

By outsourcing only the functions where you need support, you can achieve significant cost efficiency while still accessing specialized expertise.



Faster Implementation

Our modular solutions typically have shorter implementation timelines since you're not overhauling your entire recruitment process.



Scalability

Easily scale services up or down based on hiring demands without long-term commitments or significant infrastructure changes.



Risk Mitigation

Test and validate specific services before expanding to additional modules, reducing the risk of wholesale process changes.



Access to Specialized Expertise

Gain access to recruiters with specific industry knowledge, advanced sourcing techniques, or regional expertise without hiring full-time specialists.

Amplifiers™ Success Stories



Bridging the Future: Sourcing an Ecologist to Drive Sustainability

Challenge

An infrastructure company struggled to fill a newly created ecologist role due to low brand recognition in the environmental sector and poor response to traditional advertising.

Solution: PeopleScout's Talent Sourcing

- We provided specialized headhunting, screening and shortlisting, allowing the client to retain their usual interview and offer management processes.
- We led a targeted search across industry governing bodies, environmental societies and networking groups, reviewing 700+ profiles.
- Due to the transport sector's reputation amongst environmentally conscious candidates, we reached out to passive candidates to inform them of the role and gauge their interest.

Outcome

We delivered a shortlist of two qualified candidates, resulting in a successful hire within 11 weeks.

[READ THE FULL CASE STUDY](#)

Talent Consulting Lays the Foundation for a Winning RPO Partnership

Challenge

A consumer goods brand splitting into two companies needed to optimize their talent acquisition strategy to support the transition and future growth.

Solution: PeopleScout's Talent Diagnostic

- We assessed their entire talent lifecycle through more than 20 stakeholder interviews, providing recommendations for process streamlining and technology optimization.
- We focused on improving their access to high-quality candidates in competitive rural markets while creating a consistent candidate experience and diverse talent pools.

Outcome

The client praised expertise, partnership and flexibility during the critical transition period. They engaged PeopleScout for a full-cycle RPO implementation based on our diagnostic recommendations.

[READ THE FULL CASE STUDY](#)





Conclusion

Amplifiers™, our suite of modular recruitment solutions, represents a significant evolution in recruitment process outsourcing, offering the flexibility and customization that modern businesses need. By understanding when and why to implement Amplifiers, you can create a recruitment solution that grows with your business and delivers measurable results.

Ready to Elevate Your Connect to Talent?

LET'S CONNECT

CONNECT MORE.™

PeopleScout, a TrueBlue company, is a global talent solutions leader, providing unmatched scalability to meet the professional, specialist, volume and contingent hiring needs of organizations of all sizes and sectors. We connect clients and talent through Recruitment Process Outsourcing (RPO), Managed Service Provider (MSP), Total Workforce Solutions (TWS), and talent and technology advisory services.

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