

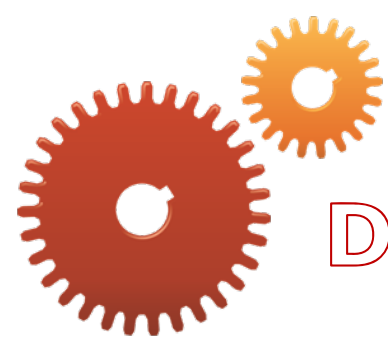


Hiring Solutions for Today's  
Business Environment:

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# THE CASE FOR RPO

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# DEFINITION

**re·cruit·ment pro·cess  
out·source·ing (RPO) (n):**  
A form of business process  
outsourcing (BPO) in which  
an employer transfers all or  
part of its recruiting process  
to an external provider

# 91%

**Of RPO clients achieve  
desired outcome through  
outsourcing some or all of  
their recruiting functions**

# HOW DOES RPO WORK?



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# SO, WHY ISN'T EVERYONE USING RPO?

Fear of the unknown

Perceived loss of control

Cost

Providers' lack of familiarity of business or outsider perspective



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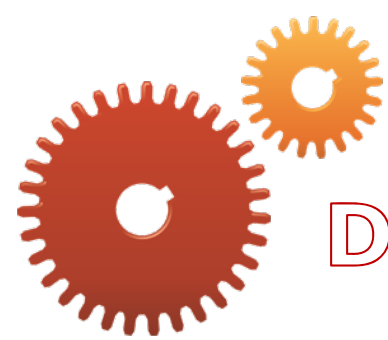


# WHY SHOULD WE USE RPO?

When determining if an RPO solution is appropriate for your business needs, ask:

- What are the driving factors for this solution?
- What core issues exist?
- What problem am I trying to solve?

Decrease cost.  
Improve candidate quality.  
Recruit more efficiently.



# DRIVING FACTORS

Anticipated increase in hiring

Internal human resources department is short staffed or non existent

Volume hiring

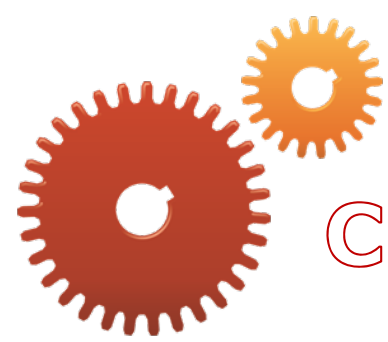
Overstretched resources

Effort to cut recruiting costs

Executives see need for significant change in personnel or hiring practices

On average, RPO users cut costs by

**48%**



# CORE RECRUITING NEEDS

Remember, RPO can mean transferring all or part of the recruiting process. Determine areas of greatest need.

- Recruitment Advertising
- Candidate Sourcing and Recruiting
- Resume Screening
- Candidate Interviewing
- Creation and Administration of Assessments
- On-site Interview Coordination
- Background Checks
- Offer Management
- Statistical Reporting



# SELECTING THE RIGHT FIRM

What do you want out of your RPO provider?

- Specialization
- Consultative input
- Thought leadership

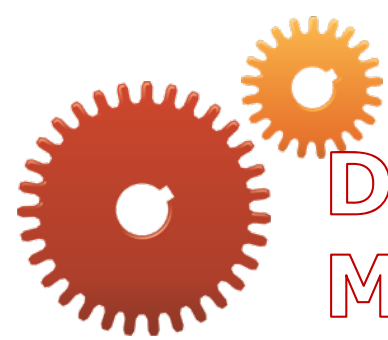
Check out these resources:

RPO Baker's Dozen

The RPO Association

HRO Today

Referrals



# DETERMINE SUCCESS METRICS

Set goals: What should the project look like in 10 days, 30 days, 60 days?

Measure and track quality and efficiency of hire using hiring manager surveys and new hire surveys

Track costs and cost savings

In any RPO program, metrics should be progressive. As the program gains momentum and continuity, the bar should be set higher.



# ONGOING TALENT MANAGEMENT

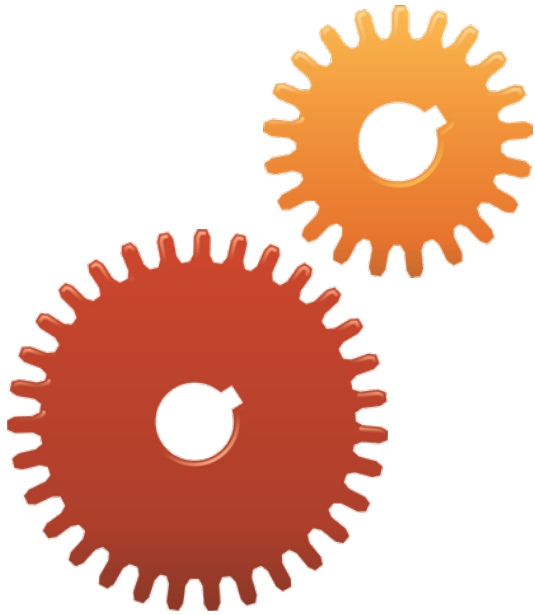
Keep the successful practices in play long after the project ends.

Maintain efficient employee retention practices.



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Questions?

THANK YOU!

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