



**Next Generation Total Talent
Market Analysis
Abstract**

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Who Is This Report For?

NelsonHall's "Next Generation Total Talent" report is a comprehensive market assessment report designed for:

- Sourcing managers investigating sourcing developments within total talent acquisition
- HR decision makers exploring the benefits and inhibitors of total talent acquisition as evidenced from the clients and vendor capability
- Vendor marketing, sales and business managers developing strategies to target BPO service opportunities within total talent acquisition
- Financial analysts and investors specializing in the BPO sector, including total talent acquisition.

Scope of the Report

The report analyzes the worldwide market for total talent acquisition and addresses the following questions:

- What is the market size and projected growth for the global total talent market by geography?
- What is the profile of activity in the global total talent market by industry sector?
- What are the top drivers for adoption of total talent acquisition?
- What factors are inhibiting successful total talent acquisition partnerships with vendors?
- What combination of service models/services are typically provided within total talent contracts and what new service models/services are being added?
- What is the current pattern of delivery location used for total talent acquisition services and how is this changing?
- What are the challenges and success factors within total talent acquisition?



Key Findings & Highlights

NelsonHall's market analysis of the total talent acquisition industry and trends consists of 45 pages.

Total talent acquisition is the end state of a journey of transformation in which organizations undertake a mindset shift in the way they hire talent. Total talent acquisition requires organizations to look strategically at all their hiring needs (permanent and contingent), aligning them to long-term organizational goals (via strategic workforce planning – SWP), an approach to hiring which is more proactive and collaborative than previously experienced via siloed MSP and RPO programs.

Vendors that have managed both RPO and MSP programs on behalf of their clients (predominantly from the BFSI and pharmaceuticals/life sciences/healthcare sectors) have seen a natural coming together of both programs over time, culminating in a unified contract for permanent and contingent hiring as the journey towards total talent steps up to a more sophisticated level.

Client organizations already embracing total talent are reaping the benefits: such as saving in overall recruitment costs; seeing process efficiencies (avoiding duplication associated with separate RPO and MSP, faster hiring process); and having a consistent approach to hiring (giving an improved candidate experience).

Vendors are still expected to offer their client organizations an evolving/improved range of services, efficient service delivery and the most appropriate technology/tools to improve the hiring process. 2018 is seeing demand for employer branding, sourcing science across all talent types (for a wider audience with very different demands) and platforms, assessments and gamification for particular process steps/target groups.

As total talent acquisition requires such a mindset shift in the approach to hiring, there are several inhibitors to successfully embracing total talent acquisition. These include: non-collaborative working cultures or working cultures which are resistant to change; and legacy technology constraints within client organizations (systems not fit for purpose in 2018).

Successful total talent acquisition requires: a partnership between the vendor and client organizations built on trust; client organizations to make incremental step changes in their approaches to TA; client organizations to put in place a data/analytics and technology/tools strategic plan; and vendors having the right expertise in-house to develop a long-term technology/tools roadmap that will meet the needs of their clients

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Report Length

45 pages, consisting of 6 chapters

Vendor Assessments

The report includes vendor assessments of the following total talent vendors:

- Alexander Mann Solutions
- Hudson RPO
- KellyOCG
- ManpowerGroup Solutions
- Resource Solutions
- WilsonHCG.

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