



Targeting Recruitment Process Outsourcing

Market Analysis
Abstract

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Who Is This Report For?

NelsonHall's "Targeting Recruitment Process Outsourcing" report is a comprehensive market assessment report designed for:

- Sourcing managers investigating sourcing developments within recruitment process outsourcing
- HR decision makers exploring the benefits and inhibitors of Recruitment Process Outsourcing as evidenced from the clients and vendor capability
- Vendor marketing, sales and business managers developing strategies to target BPO service opportunities within recruitment process outsourcing
- Financial analysts and investors specializing in the IT services and BPO sector, including recruitment process outsourcing.

Scope of the Report

The report analyzes the worldwide market for recruitment process outsourcing (RPO) and addresses the following questions:

- What is the market size and projected growth for the global RPO market by geography?
- What is the profile of activity in the global RPO market by industry sector?
- What is the average revenue per hire for RPO providers?
- What are the top drivers for adoption of recruitment process outsourcing?
- What are the benefits currently achieved by users of recruitment process outsourcing?
- What factors are inhibiting user adoption of recruitment process outsourcing?
- Who are the leading RPO vendors globally and by geography?
- What combination of services is typically provided within RPO contracts and what new services are being added?
- What is the current pattern of delivery location used for RPO services and how is this changing?
- Which services are delivered from onshore and which from offshore?
- What are the challenges and success factors within recruitment process outsourcing?



Key Findings & Highlights

NelsonHall's market analysis of the Recruitment Process Outsourcing industry and trends consists of 111 pages.

The Recruitment Process Outsourcing (RPO) market remains strong in 2016, though organization's will continue to have challenges recruiting top talent for skilled positions, due to an aging workforce and shortage of qualified workers. As talent shortages continue in key positions, talent analytics will be used in the recruiting process to target top talent.

The ability to meet business demands for growth is the top driver for RPO. Cost reduction is still a consideration, especially for first generation buyers, but the ability to scale up to meet the hiring demands required to support business growth has become the biggest challenge. First time RPO organizations look to take out agency costs and seek improved quality of hire and speed to hire. Accordingly, RPO is the fastest growing service within HR outsourcing. RPO helps organizations increase their focus on talent quality and agility in addition to providing cost reduction. RPO vendors can also assist in addressing technology challenges including mobile recruiting.

Acquisitions have continued, mostly by U.S. and U.K. organizations to support increasing global recruiting requirements and expand service offerings. Approximately 45% of vendors made acquisitions or integrated other business lines in 2015, to support global expansion and provide wider offerings including talent management services.

Significant contracts thus far in 2016 include:

- ManpowerGroup Solutions awarded a three-year, \$300m RPO contract extension by Australian Defence Force. ManpowerGroup will manage the entire recruitment process, from marketing, recruiting operations and medical and psychological assessments to the coordination of selection boards and employment offers.

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11. Appendix III – Platforms Used by RPO Vendors

Report Length

111 pages, consisting of 11 chapters

Vendor Assessments

The report includes vendor assessments of the following RPO vendors:

- ADP
- Alexander Mann Solutions
- Allegis Global Solutions
- Capita
- Cielo
- Futurestep, a Korn/Ferry company
- Hudson
- IBM
- KellyOCG
- ManpowerGroup Solutions
- PeopleScout
- Randstad Sourceright
- RTM
- Seven Step RPO
- WilsonHCG
- Yocto.

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