

Recruitment Process Outsourcing (RPO)

Common Recruiting Challenges

- High recruiting costs, high agency spend
- High volume, seasonal hiring demands
- Lack of recruiting expertise or strategic resources for hiring niche positions
- Growth, expansion
- Decentralized process; process inconsistency

From a market leading recruitment outsourcing solution to talent acquisition training and tools to keep you at the forefront of the industry, ADP RPO helps companies find, recruit and hire world-class talent.

Whether you're seeking the perfect candidate to fill a niche role, going through a reorganization of your recruiting function, or growing through expansion or merger and acquisition, ADP® Recruitment Process Outsourcing (RPO) has the expertise, insight and agility you need to find, recruit and hire world-class talent.

ADP RPO® expertise begins with the depth and breadth of service delivered to our clients since the inception of the RPO industry. As the industry evolves, we incorporate best practices, embrace a wide range of client scenarios, advance our technology systems, and provide consulting expertise and compliance best practices.

Using market intelligence and data interpretation expertise, we provide our clients with deep talent insights and drive focused strategies for recruiting talent. With strategic recruiting solutions that target special interest groups (military, diversity, university and niche roles), as well as brand activation and creative services, and employee retention and turnover consulting, clients have a comprehensive solution to meet their business objectives.

Our account team structure, technology and recruiting methodology are all built with scalability in mind. Focusing on your critical business initiatives, we identify issues, gaps and challenges and configure a solution designed to help meet your needs. Our AIRS® certified recruiters, industry concentration specialists, lean Six Sigma® methodology and operational efficiencies help drive successful talent acquisition strategies and continuous improvement for our clients.

ADP RPO Client Results



Reduced recruiting costs **by over 50%** for a floor care product manufacturer



Scaled to support **triple** the expected hiring volume for a retail automotive service provide



Hired **11 Executive Directors and Vice Presidents** in one year for a pharmaceutical manufacturer



Reduced cycle time by **10 days** by streamlining processes for leader in musculoskeletal healthcare



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for People™



Not only have we seen a significant cost savings over traditional agency fees, but great candidate slates that have resulted in a number of key hires.

Erin Morris,
HR Associate Director, Zimmer Biomet

We Offer

Talent Consulting

- Talent acquisition specialists provide comprehensive consulting expertise to help ensure your talent acquisition strategy is aligned with your business needs.
- From market assessment and recruiting strategies to hiring logistics best practices and onboarding, ADP RPO's talent consulting helps make sure you are prepared to successfully compete for talent.

Recruiting Analytics

- Companies often have difficulty identifying the root cause of issues that impact their recruiting effectiveness (time to fill, hiring ratios, in-house expertise, and more). ADP RPO market analytics provide insightful expertise to help diagnose talent acquisition issues and create effective recruiting strategies.

Global Reach

- ADP RPO delivers global RPO services with offices in the U.S., U.K., Argentina, Hong Kong, Singapore, Japan and employees in affiliate ADP locations throughout the world such as Brazil, Canada, Chile, India and the Philippines.

Strategic Recruiting Solutions

- Dedicated programs focused on attracting and retaining talent in select markets, special interest groups, or in difficult to fill roles:
 - Talent Consulting
 - Market Insights
 - Brand Activation & Creative Services
 - Diversity Recruiting
 - Platinum Specialized Recruiting
 - Military Recruiting
 - University Recruiting
 - Employee Retention and Turnover Consulting

RPO Services

- Full-service recruitment options with a scalable delivery model.
- Technology-enabled enhancements to the talent acquisition process.
- Comprehensive, strategic recruiting methodology embedding market demographics, job specific requirements, culture fit and niche job boards.
- Passive candidate targeting and direct recruiting and outreach to local community organizations.
- Specialized RPO solutions for diversity, military university and niche hiring initiatives.
- Recruitment through social media, networking, mobile, talent community and employer branding.
- Advertising Services gaining more exposure to your jobs and an improved candidate flow.

Case Study

CNH Industrial undertook a comprehensive change management approach when implementing its talent acquisition strategy. They utilized ADP's best practice tools to engage and communicate often with key stakeholders and established change adoption and performance metrics to track success. By ensuring organizational alignment during the critical implementation phase, CNH Industrial was able to rapidly roll out the partnership and deliver early results through more clearly defined processes.

Learn more about the CNH Industrial story at: bit.ly/2vUAcMN.



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For more information, call 1-800-CALL-ADP
(225-5237) or your ADP representative.