



Platinum Specialized Recruitment Process Outsourcing (RPO)

Did you know?

- More than two-thirds of surveyed organizations hiring full-time staff indicate they are having a difficult time recruiting for job openings.²
- The average agency fee is 21% of first year salary. Many are 30% or above.³
- Thirty-five to 50% of offers are met with rejection.⁴

High-level recruitment needs delivered with a specialized recruiting solution

Fifty-two percent of employers are trying to find candidates in high-demand talent pools.¹ In this competitive talent market, your strategy needs to be targeted, impactful and flawlessly executed or you run the risk of the best candidates going to the competition.

Ease the challenge of finding candidates for difficult to fill roles with an experienced partner you can trust. With ADP®'s Platinum Specialized RPO service, you gain the expertise to learn where the best and brightest talent is and the insight into what it will take to bring them into your organization.

Platinum Specialized RPO offers:





- Consultation and market data specific to your situation
- Dedicated senior RPO recruiter and industry-specialized recruiters
- Agency-quality candidates and high-level service at a fraction of agency spend
- Exclusive candidate pool recruited specifically for your company

You'll get two options for service:

- **Platinum RPO:** Niche roles in marketing, sales, accounting, finance, engineering, pharma/regulatory and legal; manager to senior director level
- **Platinum RPO Plus:** Vice President level and above

With pertinent insights and the right expertise behind your recruitment strategy, the right candidate will surface quicker and more cost effectively, keeping you ahead of the competition in the war for talent.

RPO Results

-  Platinum Specialized RPO was able to fill two patent attorneys for a major medical device company in 28 and 45 days
-  A pharmaceutical company's agency usage is down to 6% from 16% after only one year
-  An international consumer and industrial company saved over \$101,000 in the first eight months of the calendar year by using Platinum Specialized RPO over an agency
-  The Platinum Specialized RPO delivery team filled 4 times the positions that agencies did for the world's seventh largest auto maker



Always Designing for People™

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

Sources: 1 OfficeVibe, Recruiting Stats; 2 Society for Human Resource Management (SHRM), Finding Talent is Getting Tougher; 3 Eremedia; 4 HCCareers.com
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