

SOLUTIONS

THE RESOURCE MODEL OF THE FUTURE: Variable RPO



With uncertainty in the current and future state of the economy, many organizations have downsized their work-forces—especially human resources departments—to prepare for a potential downturn. But as a CHRO, CPO, or talent acquisition leader, you're thinking three steps ahead. To meet the demands of the business, you need to reframe how you addressed business fluctuations in the past.

You already know you need a flexible and strategic plan to get you there, but what exactly does that look like? Just as the economy picks up and slows down, you need a solution that can flex, too. That solution? Modular TA (or modular RPO) that provides end-to-end support, on-demand, or a team to work alongside your internal team to offer support when you need to scale.

Flexibility is the new norm you should be embracing

The need to be agile, especially in a changing economy, is crucial for any organization that needs to deliver results... regardless of the economic situation. But you also face a unique dilemma:

Do I keep all recruiting functions in-house to meet hiring needs? How do I bring scalability if I don't want to outsource recruiting? I want to own the recruitment outcomes but it's hard to train contract recruiters.

No leader wants to lay off employees, so this is the perfect time to set up a system and process that avoids future layoffs. Rethink the fixed infrastructure with modular talent solutions. A modular, project-based, or on-demand RPO solution is the most cost-effective and scalable way to give talent acquisition leaders like you much-needed flexibility. It also avoids resource onboarding, training, and management.



MODULAR RPO

The solution that scales up and down with you

The time to challenge the status quo and decide how you will achieve agility in your TA structure is now! Don't wait until the demand is here. It is one of the deepest lessons of the post-pandemic world—which is why modular RPO appeals to organizations, especially during flux seasons. It adds some stability to your workforce management and allows you to maintain an in-house team.

Modular RPO offers the flexibility to choose which recruiting functions you need extra support with versus which you prefer to manage internally. Companies like Resource Solutions can handle everything or individual components, like your talent sourcing or screening support.



CASE STUDY

A large private medical insurance company

Problem Statement:

A private medical insurance company needed support to hire 450 customer service and sales positions within a six-month period. They wanted to leverage an external partner alongside their internal team to accomplish their hiring goals.

The solution:

Resource Solutions deployed a sourcing and screening solution that included branded advertisements to target and engage talent. They leveraged a tech stack to create talent pools, screening, and shortlisting. After conducting the initial phone screen, they submitted qualified, interested, and available candidates through the client ATS.

The result:

Resource Solutions filled all 450 openings. And shared best practices around an internal mobility program, branding, recruitment, and marketing, and redefined diversity and inclusion in the volume recruitment process. The work generated 3.2 million impressions on programmatic advertising and 24k click-throughs in a three-month period.

Why modular RPO?

Aside from its inherent agile nature, modular RPO offers quite a few benefits, including:

It's more cost-effective. You only pay for what you need—no extra fees for services or elements you won't use. With a capable partner, you instantly create offshoring support that could help you be more effective and reduce the total cost of hire.

You can elevate your internal team. Many organizations lack expertise and access to market intelligence that could help them build strong sourcing strategies that work. Partnering with the right RPO provider will give you the flexibility you need to achieve your recruiting targets.

You save time. Spend your time on more mission-critical work using an RPO provider who can give you back time typically spent on laborious recruiting functions like sourcing.



USE CASE

Modular RPO

Situation:

Your internal recruiters are at capacity and you're losing candidates who fall out because of how long it takes to review applications and onboard. You also have cost constraints with ineffective remedies immediately available.

The solution:

Engage an RPO, like Resource Solutions, that can scale recruitment administrative support in various ways. We set up on-shore support to be candidate and hiring manager-facing to optimize communication. An off-shore support team can support non-candidate-facing work to help reduce the total costs of recruitment.

Expected results:

Reduced overall cost per hire and immediate access to highly trained resources and management support who understand the talent acquisition process. This experience will deliver optimal oversight and process compliance and governance.

PROJECT RPO

When you need help fast

As you prepare for a hiring spree, you need to stay ahead of the curve and have an action plan that's ready to go when you are. Project RPO is the rapid response solution when you have a talent shortage or need to hire fast.

But the best part of project RPO is that it scales up or down as you grow or steady out (again, giving you the flexibility you need). So, when you're ready to hire, you can work with an RPO provider like Resource Solutions to provide everything you need to ramp up fast:

- A larger pool of qualified & high-quality candidates
- The expertise to plan for the short and long-term
- Robust data and market intelligence to make intelligent decisions
- A team that's ready to go—fast



CASE STUDY

A multi-national bank with operations in consumer, corporate, & institutional banking, and treasury services.

Problem:

The company has a large internal recruitment function and they struggled with sourcing and engaging qualified candidates, especially in regions where their brand was relatively unknown.

The solution:

To leverage scalability through an initial project-based RPO by using Resource Solutions' Global Service Center network to deliver direct talent sourcing, screening, and onboarding across multiple countries.

The result:

The program reduced the time to fill and created a comprehensive talent community. Resource Solutions deployed 50+ resources to the account and was responsible for over 4,000 positions where external hires made up more than half of this volume. The program also helped to achieve the client's diversity hiring initiative to improve gender diversity in India by 17%.

Why project RPO with Resource Solutions?

Need an agile team who can turn around results quickly? The team at Resource Solutions takes time to get to know you and understand your needs to implement a quick hiring process within 6-8 weeks. We work alongside you to deliver:

- High-quality talent fast
- Speed and flexibility for your short-term projects
- Alignment on your goals
- Cost savings
- Relief for your team during periods of high stress

On-demand RPO: Support when you need it

A subscription-based service, on-demand RPO supports you with a holistic recruitment solution without required long-term commitments. You receive end-to-end recruitment support that delivers the outcomes you need.

Your RPO provider functions like an extension of your human resources team to understand your goals and give you what you need to meet those goals.

- We deliver the staff required to manage the increased demand on your team
- We build and implement a methodology to fulfill your recruiting and hiring requirements
- We grant access to the necessary tech to ramp up hiring quickly

USE CASE

Small-to-medium-sized businesses to support hiring needs

Problem statement:

Companies that have small or no dedicated recruitment resources or technology to support hiring. This solution provides people, processes, and technology at a fraction of the cost of third-party search firms.

The solution:

Resource Solutions' RPO on-demand solution provides an end-to-end recruitment solution without the need for long-term commitments. While minimal notice to start and stop the service is required, you can take advantage of a pre-set solution that can deploy very quickly.

Expected results:

Reduction in recruitment costs associated with third-party agency fees. A comprehensive solution that finds, engages, screens, and submits qualified, interested, and available candidates to your hiring managers. The versatility and capability to support all types of hires with a set fee structure.

What to expect from an RPO service

With different options uniquely designed to meet your needs, RPO delivers experience, technology, and the highest degree of candidate experience to your talent acquisition function. When you work with the right RPO partner, you take advantage of achieving the results that deliver your desired outcomes. It comes with the best experience in your industry, people, process, and technology. You no longer need to worry about scaling – the RPO provider will do that.

Modular, project, and on-demand RPO all work to source, screen, qualify, assess, and manage the candidate experience necessary for hiring the top-tier talent that elevates and grows your business. Scaling your team with the right RPO provider delivers the outcomes you expect while minimizing your long-term risk and commitments.

Resource Solutions is a premier RPO provider, partnering with you to deliver results on your terms. Contact us to learn how we can partner to keep your business moving forward.

Contact

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CASE STUDY

A leading clinical trial laboratory services organization with end-to-end laboratory services and secure, enterprise-wide biospecimen and consent management solutions company

Problem:

The partnership started as a way to achieve scalability to the internal function when the team realized the internal team (who were over capacity) didn't have the skills to create a comprehensive sourcing strategy and the tools to engage top talent.

The solution:

Resource Solutions began by providing highly skilled recruiters and recruitment resources who had strong expertise with recruitment technology, sourcing strategy, and knowledge of the industry.

The result:

Resource Solutions has achieved 100% direct fills, decreased the time to offer by 24%, and decreased the cost of recruiting by \$54k by eliminating the need for third-party agencies.

Discover our solutions at
resourcesolutions.com