



RECRUITMENT PROCESS OUTSOURCING

Strategic Partnership, Flexible Solution

Company X plans to open 10 new stores around the country within the next year. Its HR team at headquarters has neither knowledge of the local markets nor enough staff to quickly fill dozens of positions in each location.

Company Y has a fluctuating number of hires throughout the year, but can't cost-effectively maintain an HR department at peak capacity year-round.

Company Z acquired a subsidiary in a complementary industry. Their own management lacks expertise in the field and doesn't feel comfortable that they would make the right hiring choices for those specialist positions.

RPO DEFINED

The examples above illustrate some of the reasons a company might choose to partner with a Recruitment Process Outsourcing (RPO) provider, rather than bring in standard staffing services. So what's the difference between staffing and RPO?

Proactive vs. reactive:

In most cases, standard staffing services are reactively engaged, in order to fill a specific vacancy or hire temporary workers for seasonal demand. RPO is proactive. Whether project-based or long-term, it is a partnership which supplements the client's own HR department with an extended range of expertise, technologies and manpower.

A white-label experience:

The RPO provider can handle the entire candidate journey from marketing the employer to onboarding the new hire; or it may supply parts of the process "a la carte." A key difference is that the branding is entirely the client's, and the RPO provider's own brand is in a sense invisible. This is why RPO is also known as white label staffing.

Key benefits of RPO:

- State-of-the-art candidate sourcing, assessment and forecasting technology to make sound hiring decisions
- Added capacity for rapid growth and tight recruitment deadlines Employer brand building and support
- Improved, consistent candidate experience
- Allows HR sta~ to focus on other responsibilities such as employee relations, training and benefits
- Reduced sta"ng overhead costs Scalable according to fluctuating needs

Phase 1 – Discovery

Our first mission is to learn about your company: not just hiring needs, but brand identity and corporate culture. Only then will we develop a customized solution for bringing on board the talent best qualified in both job skills and character to function well within your team.

In the standard operating procedure agreement, we'll nail down ownerships, service levels and responsibilities.

Your team and ours will meet to ensure that we all work together seamlessly. On our side, we'll introduce you to your dedicated Account Service Team, which can include Recruiting and Account Managers all the way up to Integrity senior leadership.

Next, we'll create a recruitment marketing plan to attract the right candidates using our advanced methodologies and comprehensive market knowledge.

By the end of phase 1, you will have an RPO solution that expands your talent acquisition team, thus enabling you to reduce staffing overhead costs.

Phase 2 – Candidate Sourcing

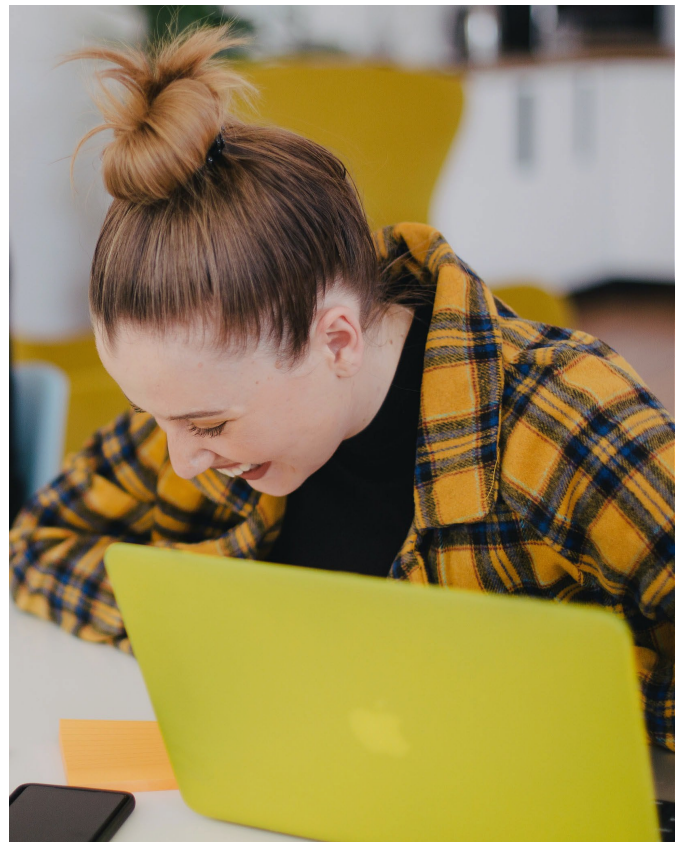
With marketing plan in hand, we'll quickly ramp up to find the cream of the candidate crop for you to choose from.

All processes, technology and resources will carry only your company brand, facilitating a seamless applicant experience.

A quick pre-screening will immediately eliminate applicants unable to succeed in the role or your culture, before we spend any more time and money on them.

Then the qualifying process begins, in order to bring only the best candidates to the next stage in the hiring funnel. We look for both fundamental job skills as well as soft skills that candidates will need to thrive within your organization.

Once qualified, each candidate's resume and bio will be presented to your HR team. At this point, you can make informed decisions on who you'd like to meet.



Your RPO solution relieves your in-house HR team of all these preliminary steps, setting them free to attend to their responsibilities in employee management.

Phase 3 – Candidate Prep & Assessment

Now that you've chosen which candidates you'd like to interview, we'll get to work prepping them so that the time you spend with them is informative and productive.

If you're crunched for time, we can also help with the interview administrative work, such as coordinating interviews and collecting post-interview feedback.

Pre-start testing will give you hard data to help with making a final choice. We administer technical, behavioral and personality-based tests help ensure that the candidate is a great fit.

We take great care in this phase because hiring the right person affects much more than that one position. One individual can influence the productivity of the entire team. What's more, a successful hire will have greater job satisfaction, fewer stress-related illnesses or absences and will stay longer, thus reducing turnover costs.

Phase 4 – Onboarding

The last step before bringing in the new hire is background verification. We arrange for reference, experience and criminal record checks, drug testing and any other security protocols you require.

Once the candidate accepts your job offer, we coordinate the orientation and onboarding activities they need to get started. Your new employee is delivered right to your payroll, ready to make an impact on day one of their job.



FULL INTEGRATION FOR OPTIMUM RESULTS

When RPO is done right, people, technology, process and culture all flow together, providing a seamless experience for both your applicants and hiring managers.

Integrity's flexible cost-based RPO structures allow you to meet your hiring needs while at the same time reducing your overhead costs for talent acquisition resources and technology. An RPO solution covers gold standard recruitment-related expenses that would be beyond the budget capacity of most HR departments, including:

Applicant Tracking System (ATS) LinkedIn

recruiter licenses

Job boards

PPC/Google display ads

Recruitment campaigns and advertising

For lean HR departments, the added capabilities of an RPO allows them to focus on their core business while trusting that an expert team is streamlining, managing and executing the talent acquisition process to produce the best possible outcomes.

Ready to Learn More About Integrity RPO?

We'd be happy to show you how a custom solution can exceed your expectations.

Let's connect. The opportunities are *endless*.

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