

Recruitment Process Outsourcing

Recruitment process outsourcing (RPO) is a complex business with a long sales cycle, impacted by the diverse needs of practitioners and service providers—all of whom often have different needs, dialects, and expectations.

What if service providers had tools they could use to help practitioner-buyers better understand, analyze, and communicate their needs, thereby enhancing overall interactions, simplifying purchasing decisions, and improving project outcomes? Better yet, what if those tools could actually increase the number of companies interested in outsourcing recruitment?

Recruitment Process Outsourcing Business Tools

The *Recruitment Process Outsourcing Alliance* of the *Human Resources Outsourcing Association* (HROA) is developing a set of tools to help RPO providers grow the industry and improve their ability to communicate effectively with buyers—reducing time-to-contract and improving outcomes. RPO providers will want to use these comprehensive tools because they represent the industry standard agreed upon by the community of experts.

RPO Industry Glossary

As the RPO industry has developed, new terms and phrases have grown around it. And, many words have taken on new meaning in support of RPO. The **RPO Industry Glossary** is a complete guide to industry terms, acronyms and metrics with full definitions and examples, as appropriate.

The **RPO Industry Glossary** helps providers and buyers improve interactions by standardizing the language of RPO.

RPO Process Map

Preparing to outsource recruitment processes is complicated. Where does it start and stop? Should you include orientation training? What about actual hiring decisions? The **RPO Process Map** answers these questions by providing a complete, detailed overview and analysis of the process for RPO buyers to evaluate and purchase RPO.

The **RPO Process Map** speeds the sales process—saving both buyers and sellers time and aggravation—by laying out all of the steps in the RPO evaluation and purchase process and explaining what they are, whom to involve, how to collect and analyze data, and how to present information to the RPO provider.

Recruiting Cost & RPO Business Case Development Guide

One of the greatest difficulties in recruitment process outsourcing negotiations is agreeing on a common methodology of how to calculate costs in order to make a fair comparison of current state to proposed. Miscalculation of and miscommunication about actual costs can lead to inappropriate goal setting and, worse, project failure. The **Recruiting Cost & RPO Business Case Development Guide** provides practical guidance, common metrics, and standardized methodology for collecting, analyzing, and sharing cost per hire information.

The **RPO Recruiting Cost & RPO Business Case Development Guide** improves negotiations and project outcomes by ensuring a common understanding of the cost of each component of the RPO process up front.



How to Participate in the Development of the RPO Business Tools

The Recruitment Process Outsourcing Alliance (RPOA) is currently accepting and enlisting the support of its membership in the development of these recruitment process outsourcing business tools.

Underwriting

The RPOA has established an underwriting fund for donors to help defray the costs of developing the RPO business tools. In appreciation for support of the development of the RPO business tools, underwriters receive significant benefits, including those outlined below.

RPO Visionaries

Contribution: \$5,000

Benefits:

- Ability to contribute to tool development
- Option to serve on expert review committee
- Participation on the underwriting committee
- Unrestricted use of business tools
- Full-page profile
- Prominent animated logo placement
- Prominent mentions in promotional materials
- Preferential sponsored search in database products
- Prominent placement in underwriting index

RPO Leaders

Contribution: \$1,000

Benefits

- Ability to contribute to tool development
- Option to serve on expert review committee
- Participation on the underwriting committee
- Unrestricted use of business tools
- Logo placement
- Visible mentions in product promotional materials
- Sponsored search in database products
- Placement in underwriting index

RPO Contributors

Contribution: Included with membership

Benefits:

- Ability to contribute to tool development
- Unrestricted use of business tools
- Placement in underwriting index

For information on contributing to or underwriting the development of the RPO Business Tools, contact the RPOA.

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