



What Is RPO? The Breakdown You Need

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According to the 2022 State of HR report, 60% of businesses struggle to find the job candidates they need. Nearly half are seeing their bottom line impacted due to the inability to fill vital positions.

Key Takeaways:

- Recruitment process outsourcing (RPO) is a great way to find the best talent for your company quickly and efficiently.
- There are several types of RPO, including end-to-end, project, hybrid, ROD, and contingent ROD. Each type is tailored to meet the specific needs of your company.
- RPO cost models include cost-per-hire, cost-per-resource, transactional-based, and hybrid. RPO software is a type of recruitment technology used to automate, track, and manage the recruitment process.
- AI and automated RPO software solutions speed up the recruitment process and boost efficiency.

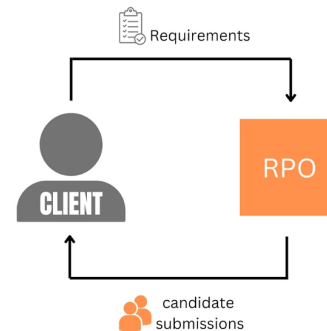
Recruiting goes beyond simply acquiring talent to contract. It can also include your recruiting methods, processes, workflows, and management. Recruitment is a partnership that helps save you time, money, and resources. It also gives you access to a broader talent pool and the technologies needed to quickly find the candidates you need when

What Is RPO?

Recruitment process outsourcing is a great way to find the best talent for your company. However, it's different from simply outsourcing talent from staffing agencies. RPO is more exclusive and involved and assumes the recruiting responsibilities your business assigns them.

Like a staffing agency, an RPO partner specializes in talent acquisition and retention while focusing on finding the best candidates to fill the roles you need. Each candidate goes through a recruitment vetting process to ensure they are the most skilled candidate for the position and the best fit for your company's culture.

Outsourcing your recruitment process saves your company time and money in finding the right talent for each job. RPO is a great way to improve your business!



How Does RPO Work?

Finding the right RPO to accommodate your company's needs is essential. So, the process typically begins with a detailed consultation to ensure that the RPO partner understands your business, what roles you need to fill, what you're looking for in each position, what kind of talent is required, and which recruitment processes you need help with. Then, your RPO partner creates a unique recruitment strategy tailored to your company's needs.

Once the strategy is in place, your RPO partner can begin the "sourcing" process; this involves finding potential candidates, identifying their skills and qualifications, and vetting them to ensure they are the right fit for your company. Searching for suitable candidates goes beyond the typical online job boards, too! Your RPO partner can use social media, job fairs, referrals, and more to reach the best talent.

Once you have found the perfect candidate, your RPO partner can help with onboarding, managing paperwork, conducting interviews, and helping you make a competitive offer. RPO simplifies what was once an extensive

Why Do Companies Use RPO?

Recruitment process outsourcing is an excellent choice for companies of all sizes and industries. It does what would generally be a very lengthy recruitment process in considerably less time and money.

Companies often use RPO because it helps them find the best talent quickly, provides competitive offers to those candidates, and manages their entire recruitment process from start to finish. Additionally, RPO can help streamline your hiring process and optimize it for greater efficiency and success.

Overall, RPO offers an excellent solution for companies looking to find the best talent quickly without sacrificing quality or their budget. By leveraging the expertise of an experienced recruiter, you can be confident you are getting the best fit for your company in a fraction of the time.

RPO vs. Traditional Staffing Agencies

RPO is very different from what a traditional staffing agency provides. Traditional staffing agencies take over all of the recruitment tasks for your business, including job postings and sourcing candidates.

On the other hand, RPO offers an end-to-end solution tailored specifically to your company's needs. It helps you find the best talent and assists with onboarding, paperwork, and offer management. It simplifies what was once a drawn-out process into one that is streamlined and efficient.

Types Of RPO

As with other things in life, you have many options with recruitment process outsourcing. It does not offer a one-size-fits-all solution but customizes recruitment process solutions to fit your company's needs. So, you're getting what you want and need that fits your business, recruiting model, and methods.

Let's go over each type of RPO in more detail to give you a broader picture of what the service can do for you.

End-To-End RPO

End-to-end RPO provides a comprehensive, full-service solution. It assumes complete control, management, and responsibility for the recruitment process. Therefore, it is ideal for companies with significant hiring needs that need assistance with every step of their recruiting process.

Contingent ROD

Contingent ROD is very similar to Recruiter On Demand, as mentioned above, but it also offers the option of contingent staff; this means you can choose to outsource an entire recruitment process and hire a contingent worker to manage it for you.

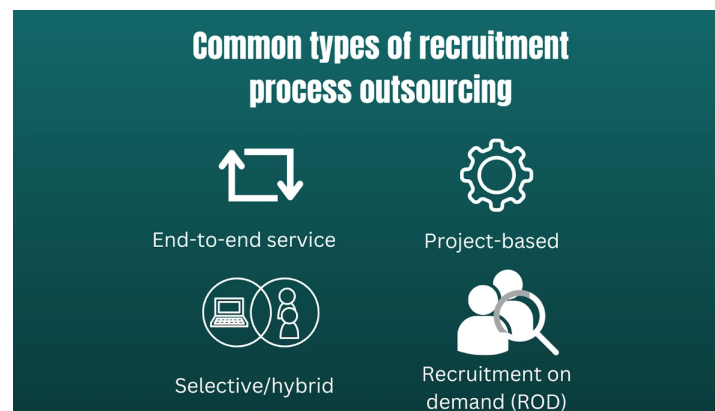
Contingent ROD is excellent if you're looking to hire on a large scale. It's also a perfect solution for companies needing help with recruitment projects but lacking the resources to manage them from start to finish.

RPO + MSP

Finally, some organizations want and need the best of both worlds: recruitment process outsourcing and managed service provider solutions. RPO and MSP solutions blend recruitment processes and technology to give you an all-encompassing solution for your hiring needs.

RPO + MSP is ideal for companies that need a comprehensive, end-to-end recruitment solution. It's also an excellent choice for companies wanting to leverage the latest technologies in recruiting and staffing practices.

No matter what type of RPO fits your business needs, it simplifies the recruitment process to save you time and money. So, how much money can RPO save you? The answer depends on the specific solutions you need, and we'll cover this next.



RPO Cost Models

So, how much will an RPO solution cost? It is a common and fair question, especially when you need a solution that saves you more money than your in-house recruiting costs or you're looking for a way to reduce recruiting expenses.

What Are RPO Companies?

RPO providers are companies that offer recruitment process outsourcing solutions. Unlike in-house recruiting, which relies on the company's employees to recruit new hires, RPO providers use their staff of expert recruiters and other professionals to fill open positions and help manage other recruitment processes and workflows, so you don't have to.

There are many benefits to choosing an RPO provider over in-house recruiting. For starters, RPO providers have the resources and expertise to quickly and efficiently fill open positions; this saves you time and allows you to focus on more important things like your business and customers.

RPO providers also have an expansive selection of pre-screened job seekers, which can be challenging to find through in-house recruiting. So, you don't need to spend hours searching for and vetting suitable candidates.

Additionally, RPO providers can save you money by streamlining the recruitment process using all their resources, knowledge, skill, and RPO software. Faster recruitment time means you'll find suitable candidates sooner.

They are also experts in HR compliance, so you can be confident that all hiring processes will meet legal requirements.

What Is RPO Software?

RPO software is a type of [recruitment technology](#) used by RPO providers to automate, track, and manage the recruitment process. It helps recruiters and hiring managers quickly:

- Identify the best candidates for open positions
- Streamline candidate communication
- Maintain organized records and documents of all recruitment activities
- Improve workflow efficiency

RPO software can be used with onsite and remote employees, making it a valuable resource for companies of any size and type. With RPO software, you can ensure that all recruiting processes comply with HR regulations, protect from data breaches, and efficiently find and hire suitable candidates.

Top 5 Features Of RPO Software

There are five main features to look for when choosing RPO software.

Integration of RPO software with other business systems and platforms streamlines the recruitment process further. You'll quickly and easily access your CRM, applicant tracking system, and other HR solutions with integration options.

Reporting

Reporting and analytics allow recruiters to track the success of their recruitment efforts; this helps recruiters make informed decisions and find the best candidates for open positions more quickly.

Real-time reporting and analytics are essential for tracking the success of your recruitment efforts. RPO software should provide accurate reports that give you visibility into what's working and what isn't working.

Choosing an RPO software with these five key features will streamline your recruitment process, reduce costs, and ensure you meet all HR regulations. In addition, taking advantage of the latest technology will help you find the candidates you need for your open positions and ensure that your recruitment process is efficient and compliant.

What Are AI & Automated RPO Software Solutions?

AI and automated RPO software solutions speed up the recruitment process and boost efficiency. These tools use AI algorithms to automate resume screening, interview scheduling, candidate assessments, background checks, and more. Automated RPO software can also quickly identify qualified candidates who have yet to apply directly.

AI and automated RPO software solutions also significantly save time and money, reduce errors, and increase compliance with HR regulations. As a result, you can quickly identify the best candidates for your open positions using these technologies.

With all the benefits of RPO software and AI and automation tools, it's no wonder why companies are turning to RPO providers for their recruitment needs. RPO providers offer an efficient solution that saves time, money, and resources while ensuring that all your hiring processes meet legal requirements. In addition, with the help of RPO software, recruiters can quickly find the right candidates to fill open positions.

Choosing The Best RPO Model For Your Company

When choosing an RPO model, consider what type of recruitment you need. RPO solutions, such as managed services, project-based recruiting, and end-to-end solutions, come in different forms.

FAQs

What does RPO mean in recruiting?

Recruitment process outsourcing (RPO) is a type of outsourcing where an organization transfers some or all of its recruitment process to an external service provider. RPO can help reduce recruitment costs, speed up the hiring process, increase access to a larger pool of candidates, and improve the quality of hires. RPO providers work closely with their clients to develop customized solutions that meet their recruitment needs, and they can also offer additional services such as employer branding and onboarding.

What is an RPO manager?

An RPO manager is a recruitment professional who oversees the recruitment process outsourcing services for an organization. RPO manager plays a critical role in ensuring that an organization's recruitment process is effective, efficient, and aligned with its strategic objectives.

They are responsible for developing and implementing recruitment strategies, managing relationships with stakeholders, analyzing recruitment metrics, leading recruitment projects, managing and training recruitment teams, and ensuring compliance with relevant laws and regulations.

What is an example of an RPO?

An example of an RPO is a scenario where a large corporation outsources their entire recruitment process to a third-party provider. The RPO provider would handle tasks end-to-end recruitment services such as sourcing and screening candidates, coordinating interviews, conducting background checks, and even negotiating offers. The RPO provider would work closely with the company's HR team and hiring managers to ensure that the recruitment process is aligned with the organization's goals and values. By doing this, the large corporation can manage their recruitment process effectively, thereby reducing recruitment costs, improving the quality of their hires, and focusing on other important aspects of their business.

How is RPO success measured?

RPO success can be measured using several metrics that help organizations evaluate the effectiveness of their RPO

What is the difference between RPO and a job board?

Recruitment Process Outsourcing (RPO) and job boards are different recruitment approaches. RPO providers offer end-to-end recruitment services, providing recruitment expertise, identifying high-quality candidates, and streamlining the recruitment process to reduce time-to-fill. In contrast, job boards only offer a platform for organizations to post job ads and receive resumes from candidates. While job boards may be cheaper than RPO, they may not offer the same quality of candidates or recruitment outcomes. Overall, RPO is a more comprehensive and expert-driven solution, while job boards are a simpler platform for job postings.

How does RPO help companies improve the quality of hires?

Recruitment Process Outsourcing (RPO) helps companies improve the quality of their hires by providing recruitment expertise, a dedicated recruitment team, access to larger talent pools, employer branding, and a streamlined recruitment process. RPO providers use their knowledge and experience to identify top talent, promote the organization's culture and values, and accelerate the recruitment process to find the best-fit candidates more quickly and efficiently.

About the Author, [David Webb](#)

David is the CEO of BrightMove and is a seasoned technology executive & entrepreneur noted for creating successful businesses. Over his 25+ year career, David has developed multi-platform expertise in the domains of computer science, data analytics & business transformation. Starting in 1995, David worked with his best friend, Jimmy Hurff, to develop one of the world's first Internet job board and resume bank applications. David is the primary architect of BrightMove and has an active role in the product's evolution to this day. From then to now, David has been consistently helping his customers to build great teams, using best practices and world-class technology.