

## SmartSourcing: Full Service Talent Acquisition

# Meeting the demand for the right talent

## RPO solutions to increase efficiency in hiring

### What is RPO?

Recruitment Process Outsourcing (RPO) is a sought-after solution to manage costs, reduce time-to-hire, and improve overall business process effectiveness. Yet, many organizations are still unsure of exactly what RPO entails.

The Human Resources Outsourcing Association (HROA) defines RPO as:

*A form of business process outsourcing (BPO) where an employer transfers all or part of its recruitment processes to an external service provider. An RPO provider can provide its own or may assume the company's staff, technology, methodologies and reporting. In all cases, RPO differs greatly from providers such as staffing companies and contingent/retained search providers in that it assumes ownership of the design and management of the recruitment process and the responsibility of results.*

### What does it mean for business?

Atterro Human Capital Group offers RPO services through its Talent Acquisition SmartSourcing (TAS) team. Atterro TAS services go beyond conventional RPO services by assisting business leaders with comprehensive human capital planning to meet their strategic goals and fulfill their business plans. The result is a customized talent acquisition strategy designed to attract, select and bring onboard superior talent to boost the organization's competitive advantage.

### Why is this a good time to consider RPO?

To weather recent economic storms, many organizations drastically reduced their internal recruiting staff. Today, as they see opportunities for growth, they may be facing greater risk of key employee turnover as the job market improves. In response, an organization's leaders may consider rebuilding their internal recruiting team or place more reliance on outside agencies.

But these alternatives carry their own risks: outside agency fees for sourcing professional and management candidates are significant – ranging between 15 to 30% of the first year's earnings – and retained search fees are considerably higher. Creating or rebuilding an internal recruiting team is a slow and costly proposition. All too often, in-house recruiters rely on outside agencies to provide needed candidates, resulting in a very expensive method for acquiring talent.



### Is your business experiencing:

- ▶ Excessive turnover?
- ▶ Vacancies in critical positions?
- ▶ Lengthy time to fill positions?
- ▶ Inadequate internal recruiting?
- ▶ Costly fees to outside agencies?
- ▶ Immediate needs from a merger or acquisition?
- ▶ Expansion into new locations?
- ▶ Need for new skills based on business strategy?



**Why choose Atterro Talent Acquisition SmartSourcing?**

Founded in 1982, the Atterro Human Capital Group offers interim staffing, executive search and Talent Acquisition SmartSourcing services. TAS solutions are typically priced on a shared-risk/fixed fee basis, designed to allow organizations to stay focused on their critical business initiatives while still retaining overall strategic direction of talent acquisition.

Atterro TAS services are provided by experienced professionals utilizing the latest research, recruiting technology and assessment tools. Operating with the oversight of your senior HR leadership, they are dedicated to delivering the highest quality service, focused on enhancing the productivity and profitability of your business.

**What does TAS provide?**

- Human capital planning mapped to business strategies
- Rapid expansion of recruiting capacity
- Contemporary technology for candidate sourcing and assessment
- Leveraging viral networking and social media
- Talent community development
- Scalable, budget-based cost management
- Onsite team, supported by offsite resources, to efficiently handle capacity requirements
- Dedicated support of your employment brand
- Compensation analysis – comparing compensation levels to others in relevant industries
- Extensive metrics to evaluate key staffing performance trends
- Optional diagnostic services:
  - Flight risk analysis – identifying key individuals who may be at risk of leaving
  - Skill gap analysis – determining shortages of critical skills needed by the business and providing options for closing such gaps

**What results can you expect?**

Businesses that enlist Atterro Talent Acquisition SmartSourcing solutions realize significant improvement in all key hiring and retention metrics with surprising cost effectiveness. In addition, hiring personnel spend much less time reviewing resumes and interviewing candidates. Time-to-hire is typically cut in half, minimizing delays in getting work done. More effective candidate selection reduces turnover, resulting in lower cost of employment and gains in productivity.

**Atterro TAS benefits:**

- ▶ *Strategic talent acquisition plan*
- ▶ *Rigorous screening process to ensure candidate quality*
- ▶ *Time-efficient service for hiring managers*
- ▶ *Cost effectiveness*
- ▶ *Flexible capacity matched to demand for the right talent*
- ▶ *No need for multiple staffing agencies*
- ▶ *Reduced overall cost of the employment life cycle*
- ▶ *Verifiable performance metrics*

**Contact us today:**

612.373.2600  
 smartsourcing@atterro.com

**Atterro Corporate Offices**  
 Suite 500  
 50 South Tenth Street  
 Minneapolis, MN 55403