



# Targeting Recruitment Process Outsourcing

Market Analysis  
Abstract

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## Who Is This Report For?

NelsonHall's "Targeting Recruitment Process Outsourcing" report is a comprehensive market assessment report designed for:

- Sourcing managers investigating sourcing developments within recruitment process outsourcing
- HR decision makers exploring the benefits and inhibitors of Recruitment Process Outsourcing as evidenced from the clients and vendor capability
- Vendor marketing, sales and business managers developing strategies to target BPO service opportunities within recruitment process outsourcing
- Financial analysts and investors specializing in the IT services and BPO sector, including recruitment process outsourcing

## Scope of the Report

The report analyzes the worldwide market for recruitment process outsourcing (RPO) and addresses the following questions:

- What is the market size and projected growth for the global RPO market by geography?
- What is the profile of activity in the global RPO market by industry sector?
- What is the average revenue per hire for RPO providers?
- What are the top drivers for adoption of recruitment process outsourcing?
- What are the benefits currently achieved by users of recruitment process outsourcing?
- What factors are inhibiting user adoption of recruitment process outsourcing?
- Who are the leading RPO vendors globally and by geography?
- What combination of services is typically provided within RPO contracts and what new services are being added?
- What is the current pattern of delivery location used for RPO services and how is this changing?
- Which services are delivered from onshore and which from offshore?
- What are the challenges and success factors within recruitment process outsourcing?



## Key Findings & Highlights

NelsonHall's market analysis of the Recruitment Process Outsourcing industry and trends consists of 91 pages. The Recruitment Process Outsourcing (RPO) market remains strong in 2013, with many organizations suffering from lack of recruitment capability as a result of operating in difficult markets in 2012. As companies now turn to growth strategies they face talent shortages in key positions as well as tough competition in attracting talent, due to mobile and social media developments in recruitment practices.

Organizations seek improved quality of hire and speed to hire as well as an ability to support entry into emerging markets. While cost reduction remains important to buyers, more important factors are taking over from cost as the main driver of RPO. Accordingly, RPO is the fastest growing area within HR outsourcing.

RPO providers are morphing services to encompass wider talent challenges, including internal hires and workforce planning. To address the talent shortages and spikes in demand, RPO vendors focus on candidate attraction and increasing employment brand capability and talent pool services. With social networks becoming more sophisticated, a positive candidate experience delivered by service-oriented teams is more important than ever. Vendors are also creating sourcing-only services for organizations that wish to retain internal recruiters.

At the same time, organizations are increasingly seeking blended workforce services, combining support for both permanent and temporary hiring.

Acquisitions continue, in part driven by the need to support buyers' increasingly global recruiting requirements, with the incidence of global and multi-country RPO deals continuing to increase.

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## Report Length

91 pages, consisting of 11 chapters

## Vendor Assessments

The report includes vendor assessments of the following RPO vendors:

- Alexander Mann Solutions
- AllegisTalent2
- Aon Hewitt
- Futurestep, a Korn Ferry company
- Hays
- Hudson
- Infosys
- KellyOCG
- Kenexa, an IBM company
- ManpowerGroup Solutions
- PeopleScout
- Pinstripe & Ochre House
- Pontoon
- Randstad Sourceright
- The RightThing, an ADP company

## Report Author

Elizabeth Rennie  
elizabeth.rennie@nelson-hall.com