



NelsonHall
TRANSFORM THROUGH INSIGHT

Vendor Profile

Next Generation RPO

PeopleScout

Report Abstract

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13 pages

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Who is this Vendor Assessment for?

NelsonHall's Next Generation RPO profile on PeopleScout is a comprehensive assessment of PeopleScout's offerings and capabilities, designed for:

- Sourcing managers monitoring the capabilities of existing suppliers of PeopleScout and identifying vendor suitability for RPO RFPs
- Vendor marketing, sales, and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the RPO sector.

Key Findings & Highlights

Founded in 1992, PeopleScout's services comprise permanent and contingent workforce solutions, including:

- Recruitment process outsourcing
- MSP solutions
- Talent advisory services
- Total workforce solutions.

The Affinix talent platform supports PeopleScout's workforce solutions, providing a cloud-based technology stack and delivering program analytics to inform strategic decisions.

PeopleScout is a business of its parent organization, TrueBlue. The other brands and services within the TrueBlue organization include:

- PeopleReady - an on-demand, temporary workforce provider supporting a wide range of industries
- Staff Management - a high-volume onsite contingent workforce staffing provider
- Centerline - a CDL truck driver staffing provider supporting the transportation and logistics industries in the U.S.
- Simos - a performance-based staffing partner providing contingent workforce solutions for warehousing and distribution, e-commerce, returns processing, and third-party logistics.

PeopleScout continues transforming its business, leveraging its historical core strengths, such as high-volume hiring and talent advisory services, and aligning its solutions with client needs in today's talent landscape. The agility of its technology, solutions, and multilingual delivery models support the company's vision to disrupt less-established sectors and markets.

The company leverages its proprietary technology platform, Affinix, for sourcing, screening, and delivering a permanent workforce, along with dedicated service delivery teams, working as an integrated partner with its clients. ~75% of PeopleScout's programs are ongoing RPO services with contract terms over one year. The remaining programs comprise project RPO engagements under one year in duration. Pricing typically consists of a fee for each hire and talent consulting fees.

Scope of the Report

The report provides a comprehensive and objective analysis of PeopleScout’s RPO offerings, capabilities, and market and financial strengths, including:

- Identification of the company’s strategy, emphasis, and new developments
- Analysis of the company’s strengths, challenges, and outlook
- Revenue estimates
- Analysis of the profile of the company’s customer base, including the company’s targeting strategy and examples of current contracts
- Analysis of the company’s offerings and key service components
- Analysis of the company’s delivery organization, including the location of delivery centers.

RPO Vendor Assessments are also available for:

ADP

Avencia Consulting

Cielo

IBM

Lorien

NLB Services

NXTThingRPO

Page Outsourcing

Sanderson

About The Author

Jeanine is a Principal Research Analyst at NelsonHall and an HR Technology & Services practice member. She has global responsibility for key HR areas, including employer of record (EOR) and learning platforms.

Jeanine is a highly experienced HR practitioner with 28 years of experience in HR across industry sectors, including aerospace, automotive, energy, government, pharmaceuticals, telecommunications, learning, and business consultancy.

Jeanine possesses significant experience in leading and managing business transformation/integration, competitive and industry benchmarking, HR and learning technology, strategic change leadership, managed service provider engagements, organizational and process redesign, and M&A initiatives.

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About NelsonHall

NelsonHall is the leading global analyst firm dedicated to helping organizations understand the “art of the possible” in digital operations transformation. With analysts in the U.S., U.K., Continental Europe, and Asia, NelsonHall provides buy-side organizations with detailed, critical information on markets and vendors (including NEAT assessments) that helps them make fast and highly informed sourcing decisions. For vendors, NelsonHall provides deep knowledge of market dynamics and user requirements to help them hone their go-to-market strategies. NelsonHall conducts rigorous, primary research and is widely respected for the quality, depth, and insight of its analysis.

We would be pleased to discuss how we can bring benefit to your organization. You can contact us via the following relationship manager: Guy Saunders at guy.saunders@nelson-hall.com

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