

HR Technology & Services

Transformative RPO for the New Era of Work

Report Abstract

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182-pages

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Who is This Market Analysis For?

NelsonHall's RPO & Total Talent report is a comprehensive market assessment report designed for:

- Sourcing managers investigating sourcing developments within the RPO & Total Talent market
- Vendor marketing, sales, and business managers developing strategies to target RPO & Total Talent services
- Financial analysts and investors specializing in the RPO & Total Talent services sector.

Key Findings & Highlights

NelsonHall's RPO & Total Talent services market analysis consists of 182 pages, focusing on strategies for 2022 and beyond.

Economic instability will likely prevail until 2025 as coronavirus variants continue to emerge, creating business uncertainty, requiring organizations and vendors to pivot and adapt at short notice. These factors are driving on-demand RPO & Total Talent and organizations must become more proactive and embrace strategic workforce planning (SWP).

The broader skills crisis across digital, niche, professional, and some blue-collar skills will be the biggest challenge in the immediate future, and this will intensify while talent mobility remains restricted.

Organizations require imaginative solutions for multi-channel sourcing, attracting, securing, and retaining candidates and there will be a merging of RPO, CWS/MSP, and talent management/development services as organizations look to secure in-demand skillsets by whatever means: borrowing, buying, or building talent.

Critical social issues such as the health, safety, and wellbeing of people at work, flexible working, and diversity, equity, inclusion, and belonging (DEIB) will grow in importance. These issues will continue to underpin the best hiring practices.

Investment in technology continues apace. Next-generation experiential recruitment platforms have emerged, shifting to microservices/low-code/no-code architecture as standard. Intelligence around holistic talent (deep data/prescriptive analytics) continues to be a focus. So are second-generation platforms (for digital onboarding, internships, graduateships) to give organizations access to geographically distributed talent. Advances will continue in voice-enabled technologies, blockchain, and digital assistants/bots in the talent space.

Scope of the Report

The report analyzes the worldwide market for RPO & Total Talent and addresses the following questions:

- What is the market size and projected growth for the RPO & Total Talent services market by geography?
- What is the profile of activity in the global RPO & Total Talent market by industry sector?
- What are the top drivers for the adoption of RPO & Total Talent services?
- What are the benefits currently achieved by users of RPO & Total Talent services?
- What factors are inhibiting user adoption of RPO & Total Talent services?
- Who are the leading RPO & Total Talent services vendors globally and by geography?
- What combination of services is typically provided within RPO & Total Talent services contracts, and what new services are being added?
- What is the current pattern of delivery location used for RPO & Total Talent services, and how is this changing?
- What are the challenges and success factors within RPO & Total Talent services?

RPO Vendor Assessments Available for:

ADP

AMS

Avencia

Cielo

endevis

Engage2Excel

Hudson RPO

IBM TAO

Lorien

NXTThing RPO

Page Outsourcing

PeopleScout

Pontoon Solutions

Randstad Sourceright

Resource Solutions

RPOne (Morson Group)

Sanderson Plc

Taggd

Talent Solutions RPO (ManpowerGroup)

WilsonHCG.

About The Author

Nikki is a Principal Research Analyst at NelsonHall, with shared responsibility for HRO research globally. Nikki is responsible for HRO research in the areas of Recruitment Process Outsourcing (RPO), Managed Service Program (MSP)/Contingent Workforce Services (CWS), and Learning. Nikki has a wealth of operational experience across the entire HR function, including talent acquisition, talent development, employee engagement, employee relations, compensation, benefits, payroll, employment law, and HR systems. She also has significant experience in leading and managing business transformation/integration and cultural change projects, including outsourcing key business functions, accelerated growth via TUPE transfers, organization and process redesign, and M&A initiatives (including due diligence, rebranding, cultural realignment, and compensation and benefits changes).



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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., and Continental Europe, 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. And for vendors, NelsonHall provides deep knowledge of market dynamics and user requirements to help them hone their go-to-market strategies. NelsonHall’s research is based on 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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