



Market Analysis

HR Technology & Services

RPO and Total Talent

Report Abstract

May 2023

By Jeanine Crane-Thompson

Principal Research Analyst

NelsonHall

122 pages

Contents of Full Report

1. The Changing Shape of RPO and Total Talent Solutions
 2. Client Requirements
 3. Market Size & Forecast
 4. Vendor Market Shares
 5. Vendor Offerings & Targeting
 6. Vendor Delivery
 7. Vendor Capability Assessments
 8. Challenges & Success Factors
- Appendix I: Acronyms & Definitions
- Appendix II: Services & Pricing Models
- Appendix III: Vendor Technology
- Appendix IV: Vendors Researched

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 122 pages, focusing on strategies for 2023 and beyond.

Economic instability will likely prevail until 2025. Factors include geopolitical conflicts, inflationary and recessionary concerns, and the enduring impact of the pandemic. These factors continue generating business uncertainty and require organizations and vendors to pivot and adapt rapidly. These influences are impacting RPO & Total Talent.

Critical social issues such as employee health, safety, well-being, flexible working, and diversity, equity, inclusion, & belonging (DEIB) are transforming HR and organizational culture.

The infusion of technology within candidate sourcing and attraction is evolving, with vendors increasingly applying AI, RPA, and ML to boost recruiting efficiency and strengthen candidate quality and engagement.

Next-generation recruitment platforms leveraging microservices and low-code/no-code architecture enrich vendor tech stacks. Intelligence around holistic talent using predictive and prescriptive analytics supports broad organizational strategies, including candidate recruiting and employee retention considerations such as compensation disparities, populations with a high probability of resignation, skilling, and internal mobility opportunities.

Continued enrichment of modern, AI-enabled RPO solutions enables all-encompassing candidate and employee insights and processes supporting the new era of work.

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 market by geography?
- What is the industry sector's activity profile in the RPO & Total Talent services market?
- What are the top drivers for adopting RPO & Total Talent services?
- What are the benefits currently achieved by RPO & Total Talent users?
- What factors are inhibiting user adoption of RPO & Total Talent services?
- Which are the leading RPO & Total Talent vendors globally and by geography?
- What is the typical combination of existing and new services provided within RPO & Total Talent services contracts?
- What is the current delivery location pattern used for RPO & Total Talent services contracts, and how are these models changing?
- What are the challenges and success factors within the RPO & Total Talent services market?

RPO & Total Talent Vendor Assessments Available for:

ADP

Advanced RPO

Cielo

Engage2Excel

Hudson RPO

IBM

Lorien

Manpower Group Talent Solutions

NXTThingRPO

Orion Talent

Page Outsourcing

PeopleScout

Pontoon Solutions

PSG Global Solutions

Randstad Sourceright

Resource Solutions

Sanderson

Sevenstep RPO

WilsonHCG.

About The Author

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

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

Jeanine has significant experience 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.

Jeanine can be contacted at:

- Email: jeanine.cranethompson@nelson-hall.com
- Twitter: @JeanineCT_NH



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.

Boston

Riverside Center, 275 Grove Street, Suite 2-400, Newton Massachusetts 02466
Phone: +1 857 207 3887

London

Unit 6, Millars Brook, Molly Millars Lane, Wokingham, RG41 2AD
Phone: +44 (0)203 514 7522

Paris

115 rue de Reuilly, 75020 Paris
Phone: +33 (0)6 23 81 17 54

Copyright © 2023 by NelsonHall. All rights reserved. No part of the publication may be reproduced or distributed in any form, or by any means, or stored in a database or retrieval system, without the prior written permission of the publisher. The information provided in this report shall be used only by the employees of and within the current corporate structure of NelsonHall’s clients, and will not be disclosed to any other organization or person including parent, subsidiary, or affiliated organization without prior written consent of NelsonHall. NelsonHall exercises its best efforts in preparation of the information provided in this report and believes the information contained herein to be accurate. However, NelsonHall shall have no liability for any loss or expense that may result from incompleteness or inaccuracy of the information provided.