



Yoh Next Generation Recruitment Process Outsourcing

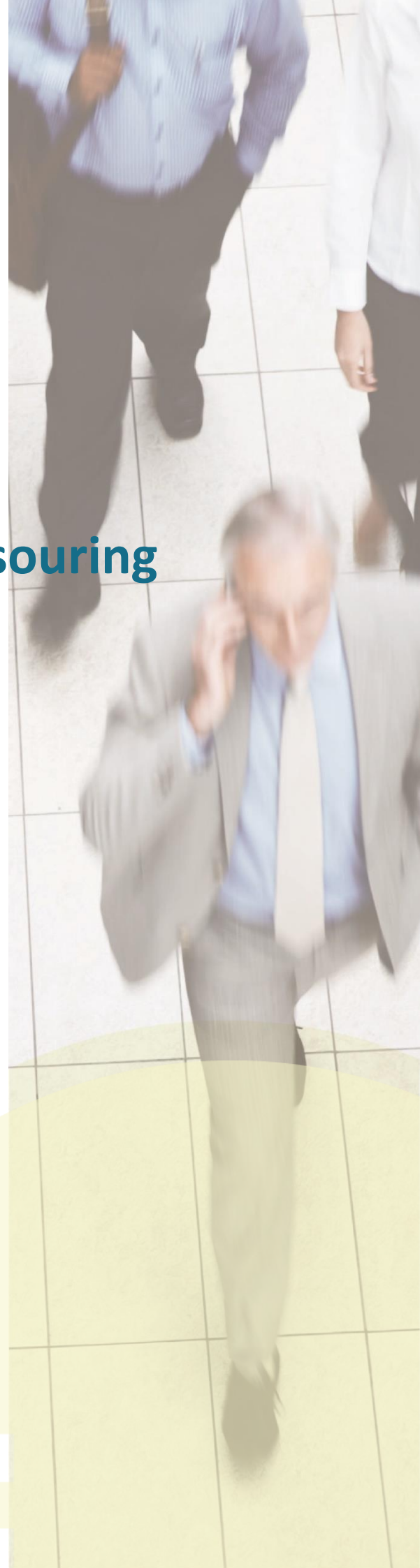
Vendor Assessment
Report Abstract

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Who Is This Vendor Assessment For?

NelsonHall's Next Generation Recruitment Process Outsourcing vendor assessment for Yoh is a comprehensive assessment of Yoh's recruitment process outsourcing (RPO) offering and capabilities, designed for:

- Sourcing managers investigating sourcing developments within RPO
- HR decision makers exploring the benefits and inhibitors of RPO as evidenced from the clients and vendor capability
- Vendor marketing, sales and business managers developing strategies to identify developments and target opportunities within recruitment process outsourcing
- Financial analysts and investors specializing in, or covering the HR outsourcing industry and suppliers.

Key Findings & Highlights

Yoh is the name of the Workforce Solutions division, representing one of four operating divisions of Day & Zimmermann (Yoh's parent company). RPO is one of the services on offer within the Workforce Solutions division. Yoh's revenues in CY 2016 were \$700m, with RPO revenues of \$22m.

With 22 RPO clients, covering industries such as engineering and manufacturing (due to its history in these sectors), 90% of Yoh's RPO contracts are enterprise end to end RPO solutions or blended RPO solutions (a mix of enterprise, project and recruitment augmentation) with capability to add MSP support.

Yoh will continue to become more hybrid and blended in its service model approach; enhance its tailored high-touch services approach via its "Private Label" offering; and further develop its range of "white glove" services (via proprietary or third-party offerings). Its onsite or SSC delivery of services will continue to reflect its high-touch focus. It will continue to promote and enhance its candidate engagement platform and its analytics and automation capability.



Scope of the Report

The report provides a comprehensive and objective analysis of Yoh’s recruitment process outsourcing offering, capabilities, and market and financial strength, including:

- Identification of the company’s strategy, emphasis, and new developments in both its service and technology
- Analysis of the company’s strengths, challenges, and outlook
- Revenue
- 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 key offerings (service model and service components)
- Analysis of the company’s delivery capability (including the location, size and scale of delivery operations; and delivery via technology).

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Report Length

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