A SMART, EFFICIENT
WAY TO RECRUIT

RPO
PROPOSAL

XQL OUTSOURCE

REDIFINING RECRUITMENT,
BECAUSE GREAT TALENTS
REALLY MATTER.
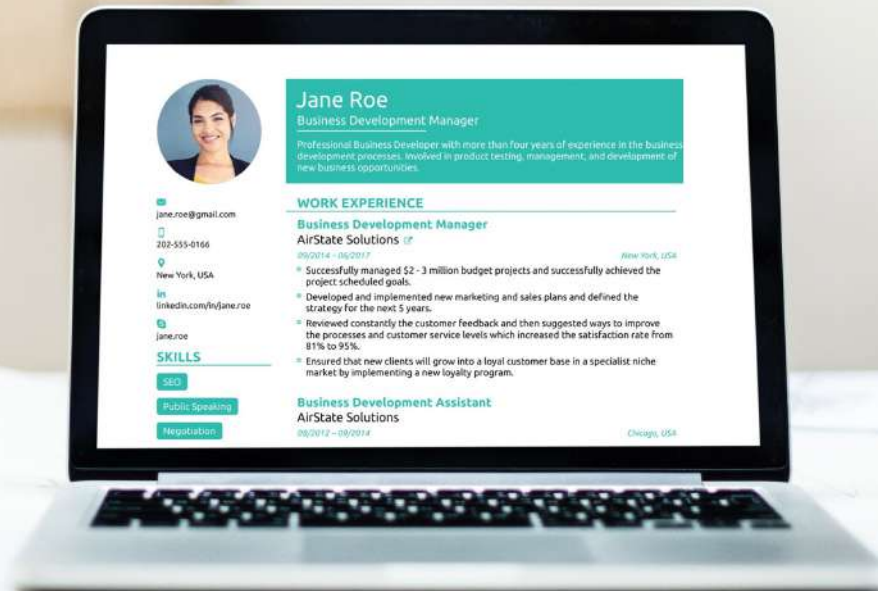
RECRUITMENT PROCESS OUTSOURCING (RPO)

A SMART, EFFICIENT WAY TO RECRUIT

Recruitment Process Outsourcing (RPO) allows organizations to contract with an off-shore or external recruitment experts to manage some or all of their recruitment and talent-management related functions with a clear vision of acquiring the best talent with flexibility / scalability and cost effectiveness over a period of time.

The RPO provider operates as a strategic business partner working closely with its clients to improve its quality of hires, increase delivery speed and boost cost efficiency

DO YOU ACTUALLY NEED AN RPO?

Obviously, completely outsourcing your recruiting function isn't ideal for everyone. Having the best talent is a competitive advantage in today's demanding and complex world because the success of business relies upon talent, acquiring the most qualified people is increasingly competitive.
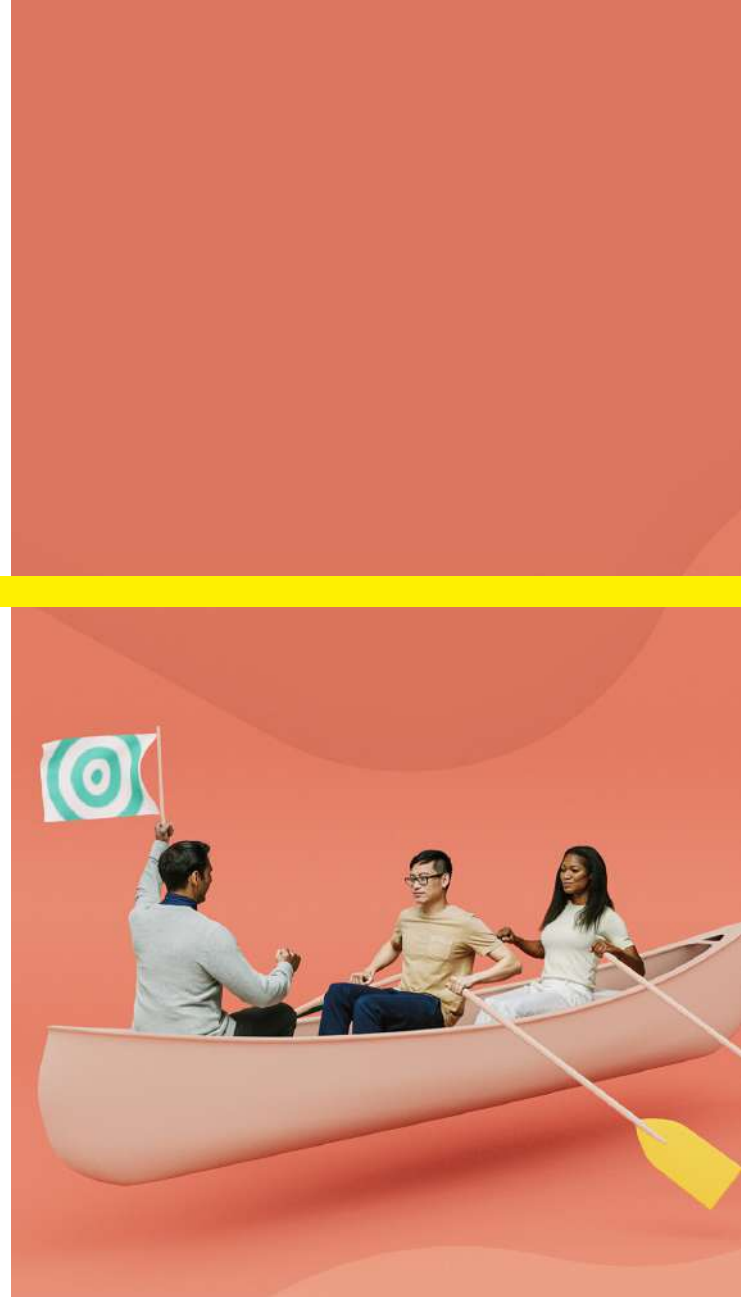
To win, organizations need expertise in implementing innovative and differentiated sourcing and attraction strategies. RPO has been increasingly becoming the right solution for organizations looking to hire the right talent at the right time and at the right cost. They are reaping the benefits of having experts manage the recruitment process while retaining control of all hiring decisions.

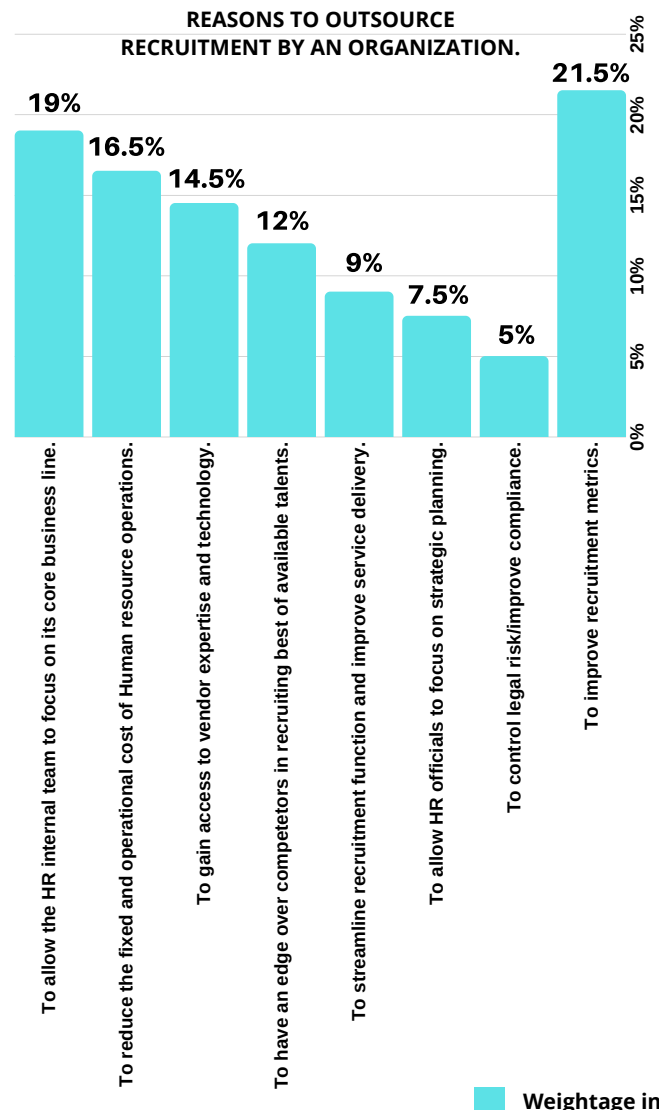**That's why companies have turned to RPO Solutions!**

QL

Benefits of RPO

- Reduce time taken to Recruit.
- Process efficiencies ensure a Lower Cost process delivery.
- Converts fixed costs into variable and transactional costs.
- Ensures a consistent professional response to all applicant enquiries.
- Develops and enhances the employer brand by following best practices.
- Allow you to concentrate on your core responsibilities.

An effective RPO partnership can help any organization to strengthen its talent acquisition, companies facing the following conditions are in an especially good position to benefit from RPO:

- High-volume hiring requirements
- Seasonal, shifting, or fast-growing staffing needs
- Limited HR headcount
- Special hiring needs requiring varied or atypical talent sources
- Urgent staffing requirements

Very few organizations can match to build the internal capabilities necessary to manage talent sourcing, recruitment and management with the specialist level of expertise offered by RPO providers like XQL. Even large corporations prefer to outsource such Talent functions to RPOs so that they can focus on their core business.

REASONS TO OUTSOURCE RECRUITMENT BY AN ORGANIZATION.

Reason	Weightage in %
To allow the HR internal team to focus on its core business line.	19%
To reduce the fixed and operational cost of Human resource operations.	16.5%
To gain access to vendor expertise and technology.	14.5%
To have an edge over competetors in recruiting best of available talents.	12%
To streamline recruitment function and improve service delivery.	9%
To allow HR officials to focus on strategic planning.	7.5%
To control legal risk/improve compliance.	5%
To improve recruitment metrics.	21.5%

■ Weightage in %

IF THE ANSWER TO ANY ONE OF THE BELOW QUESTIONS IS "YES"
THEN YOU SHOULD EVALUATE RPO AS A SOLUTION: -

- It is taking ages to fill the positions
- It is costing a fortune
- We just can't find these skills
- The competition is killing you
- "Knee jerk" 3rd party recruitment agency usage
- Opening a new center or launching a new product
- Massive spike in hiring
- Expanding into a new market
- You don't have access to latest recruitment and talent attraction technology

RPO
VS
IN-HOUSE
RECRUITMENT

RPO VS IN-HOUSE

SCOPE OF RESPONSIBILITIES

• **In-house –** Your in-house team has the edge over knowing your company culture, industry fit, and specific hiring needs. They have multiple areas of responsibility, which can include duties like workforce planning and development, employee and labor relations, risk management, employee engagement programs, and recruitment, among others.

• **RPO –** External service providers can offer flexibility when it comes to managing responsibilities. They can provide guidance on effective workforce planning, employer branding, training and development, building long-term talent pools, and more.

If your team already has their hands full with other HR responsibilities, they may fall short in their recruitment tasks. Likewise, hiring can take away valuable time from their other HR responsibilities. If this is the case with your small business, enlisting the help of an RPO agency may be the optimal route for you.

COST-SAVINGS

From interviewing to training, hiring an in-house recruitment team takes extensive cost, time, and effort. Outsourcing is cost- and time-efficient since it keeps finances flexible, not fixed.

• **In-house –** Hiring new staff members don't come cheap. Companies would have to face financial challenges with fixed HR expenses and even intangible costs like time to hire a full-time team. These are all on top of compensation, benefits, training, and other overhead costs.

• **RPO –** Working with an RPO can cut your costs significantly as opposed to hiring in-house HR employees. Finally, you wouldn't have to bother paying for a monthly fee on LinkedIn and other recruitment platforms and tools. The RPO agency will essentially cover all the bases of your hiring needs while controlling recruitment spend.

If you're a small business, recruiting for new staff members on your own may put a strain on your resources. Outsourcing your hiring needs may be a more cost-efficient option for you.

RPO VS IN-HOUSE
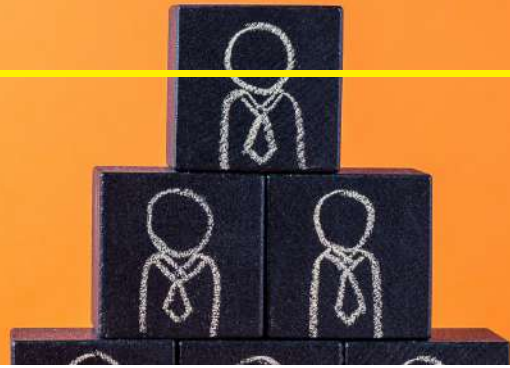
SCALABILITY

The RPO model is designed to conveniently scale recruitment processes and resources up or down at a cost that won't hurt your business.

• **In-house –** Hiring or building your own company's in-house recruiters could come in handy when business is booming. But what happens when you realize you need to scale down after a few months? This could only leave your company with a dent in finances and a surplus of resources. Additionally, scaling your business up at short notice can be a challenge for an in-house recruitment team.

• **RPO –** Hiring the expert services of an RPO can help expand the size of your team at a comfortable rate. Working with an external service provider allows you to focus on more important business while ramping up your team.

Outsourcing provides a more scalable approach for small businesses compared to having an internal recruitment team of your own. If you're thinking of scaling your small business, partnering with an RPO agency is your best bet.

DEGREE OF CONTROL

Control is crucial for small businesses. Outsourcing will not mean relinquishing control over your recruitment process. You will, however, have more limited power over a third-party recruitment team compared to an in-house department.

• **In-house –** You get more control over full-time employees because their sole focus is your small business. You can quickly delegate tasks and easily set priorities and workplace practices they can follow.

• **RPO –** Working with an RPO means you may be fighting for their time with other clients. When you outsource too much responsibilities outside, you might end up working with maintenance people who only keep the light on as long as they're paid.

In some cases, RPO and in-house recruiters can co-exist. You can realign your in-house department's responsibilities to focus on more strategic initiatives and internal affairs. A third-party recruitment team can focus on securing qualified candidates and hiring processes.

EXPERTISE

RPO companies specialize in the field of recruitment and human resource solutions. Their job is more than just screening candidates and filling job positions. They oversee the strategic recruitment process and designs solutions that an in-house team may not be capable of.

• **In-house –** Surely, you wouldn't hire an in-house recruitment team that isn't an expert in their field. However, some may lack expertise in certain areas, such as managing all elements of the recruitment process, which is vital to your business's competitive edge.

QL

RPO VS IN-HOUSE

• **RPO –** A recruitment process outsourcing agency utilizes technologies that provide optimal audit trails, comprehensive management information, better analysis, forecasting, and reporting for strategic headhunting.

RPO agencies have broader knowledge and spend more time in the market to find the right talents for businesses. They know what an excellent candidate looks like. This means getting right on to business and reducing project delays.

SUMMING IT UP

There are instances that hiring one or a couple of in-house recruiters will do your company good. However, there are cases where you don't have the time and resources to manage the demands of your business. And this is where a recruitment process outsourcing company like "**XQL Outsource"** comes equipped with everything you need.

The only way you can attract the best talent in your industry is by having the most candidate-friendly recruitment process. An in-house team or an RPO team can do this for you. You only need to weigh in all the considerations to help you form the most logical and fitting decision that will affect your business positively.

WHY WE?

WHY XQL OUTSOURCE?

Finding qualified talent in the US has always been a challenge. And with ongoing changes in technology and demographics, talent acquisition is becoming increasingly costly and complex, consuming resources that might be better applied to your core business.

As a growing number of organizations are discovering, Recruitment Process Outsourcing (RPO) is an effective way to reduce the internal burdens of talent acquisition **along with reducing the cost of talent acquisition upto 70%.**

XQL offers USA's most comprehensive and professional resource for outsourcing recruitment and related back-office HR functions. We help you take back control of your talent acquisition, empowering you to build and manage your workforce more effectively while rationalizing recruitment costs.

With XQL, you can centralize all talent-acquisition resources for maximum efficiency. Our dedicated RPO managers and their team ensure that your recruitment strategy and employer brand are implemented effectively without over-extending internal HR resources.

The final result of the XQL's RPO engagement will be faster, cost effective, higher-quality hires, and improved business results.
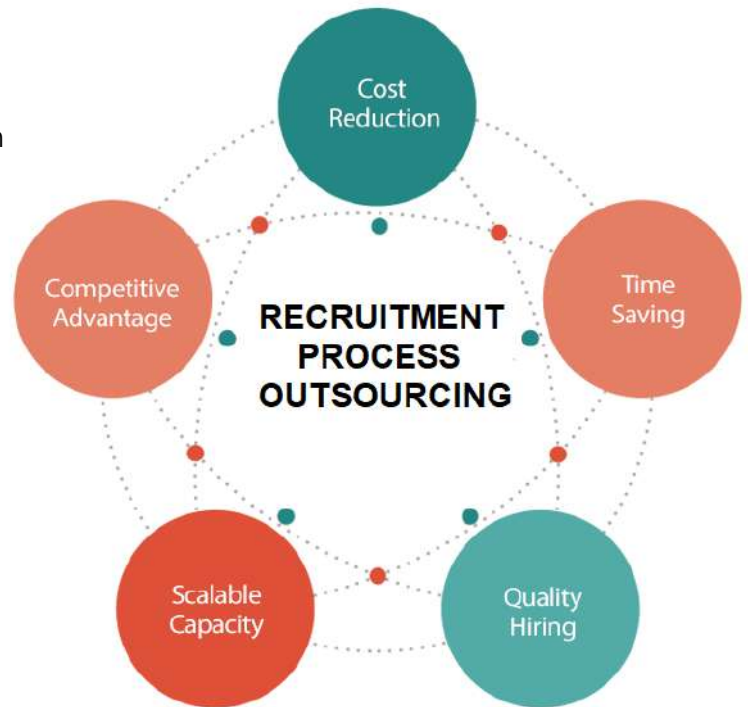
"WE ARE JUST ENTHUSIASTIC ABOUT WHAT WE DO."

-STEVE JOBS

QL

START WITH THE LEADERS IN RPO

XPERTISE. QUESTING. LEADERSHIP.

XQL provides flexible and scalable recruitment solutions which can include anything from sourcing and selection to onboarding to find the talent you need. Built upon our deep recruiting expertise and based on rigorous processes, our innovative approach ensures the results you need—greater predictability of cost, a more efficient recruiting process, an improved candidate experience and, more importantly, improved talent quality.

Recruitment Process Outsourcing diagram: Cost Reduction, Time Saving, Quality Hiring, Scalable Capacity, Competitive Advantage

RECRUITMENT SOLUTION OFFERINGS:

• Recruitment Process Design
• Candidate Sourcing
• Candidate Screening, interviewing and Assessment
• Hiring and On-boarding
• Recruitment Strategy and Consulting

OUR RPO SERVICES

XQL offers a 360 RPO Solutions. Be it either End-to-End RPO, Project based, or Selective RPO, XQL ensure to deliver the best and most cost effective Talent-solutions to its client.

1. END TO END RPO:

This is where an organization hires an RPO provider to handle the entire recruiting process, everything from the process itself to technology and the results. One of the most important things to come out of this type of arrangement is employment branding, since RPO can be a good vehicle to improve that brand when recruiters are out in the marketplace finding great candidates.

Key Elements:

• Full-cycle recruitment process support, from recruitment process design through to on-boarding.
• Includes change management and technology support.
• Can be company-wide or specific to selected geographic areas, functions or business units.

2. PROJECT RPO:

This is where an organization hires an RPO provider for its recruitment needs just for a project or a season or few months. It is good for companies which are not seeking for complete Talent process outsourcing.

Key Elements:

• Supports seasonal demand or periods of business-driven high-volume hiring.
• High-volume hiring for new projects, product launches or service development.
• Usually a defined-term program to meet a one-time or periodic project recruitment requirement.

3. SELECTIVE RPO:

Selective RPO addresses and strengthens specific components of your company's internal recruitment process. For example, many employers strictly outsource sourcing and screening processes, retaining critical services such as interviewing and offers. With a selective RPO, you receive best practices for the services in scope only.

Key Elements:

• RPO provider takes responsibility for one or more components of the whole recruiting process.
• This includes applicant intake, applicant screening, resume sourcing, social media outsourcing/recruiting (developing a social media recruiting program is a popular need right now), or putting this data into the applicant tracking system.
• Managing the payroll, on-boarding process and de-boarding.

CHOOSE A RPO MODEL THAT'S RIGHT FOR YOU

XQL's Value Proposition:

Agile fulfillment (faster search) & higher selection ratio providing cost saving benefits.

1 Flexibility and Scalability
XQL's centralized recruitment center highly qualified and skilled recruiters.

2 Advanced Talent Search and Engagement Algorithm
XQL's proprietary AI and ML enabled ATS technology allows to search and engage qualified talent for hard skillsets and provides intelligent reporting for structured governance.

3 Dedicated Team and Process Driven Delivery
SLA/KPI, process, technology, and data driven approach

4 Automated Connect
Requirements can be emailed automatically to resources with matching skills, geo-codes and experience levels.

Dedicated recruiters & scalable resources | Service provider manages process & compliance | Strategic reporting & analysis | Tools and technology (ATS, recruitment marketing platform, mobile)

OTHER SERVICES

Talent Sourcing

Vendor Management

MSP Partnership

RPO Partnership

SOW

Payroll and Independent Contractor (IC)